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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4001
Revision No.: 15
Date Of Last Revision: 04/22/2021

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		23.08
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.24
01043 - Customer Service Representative III		15.54
01051 - Data Entry Operator I		15.88
01052 - Data Entry Operator II		17.33
01060 - Dispatcher Motor Vehicle		18.54
01070 - Document Preparation Clerk		14.06
01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		13.58
01112 - General Clerk II		14.82
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.68
01141 - Messenger Courier		15.09
01191 - Order Clerk I		12.88
01192 - Order Clerk II		14.38
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		15.06
01300 - Scheduler Maintenance		15.79
01311 - Secretary I		15.79
01312 - Secretary II		17.66
01313 - Secretary III		19.68
01320 - Service Order Dispatcher		16.23
01410 - Supply Technician		23.08
01420 - Survey Worker		14.55
01460 - Switchboard Operator/Receptionist		15.86
01531 - Travel Clerk I		14.09
01532 - Travel Clerk II		15.47
01533 - Travel Clerk III		17.00
01611 - Word Processor I		14.06
01612 - Word Processor II		15.79
01613 - Word Processor III		17.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		20.81
05010 - Automotive Electrician		20.39
05040 - Automotive Glass Installer		19.31
05070 - Automotive Worker		19.31
05110 - Mobile Equipment Servicer		16.84
05130 - Motor Equipment Metal Mechanic		21.22
05160 - Motor Equipment Metal Worker		19.31

05190 - Motor Vehicle Mechanic 21.22
05220 - Motor Vehicle Mechanic Helper 15.80
05250 - Motor Vehicle Upholstery Worker 18.02
05280 - Motor Vehicle Wrecker 19.31
05310 - Painter Automotive 20.39
05340 - Radiator Repair Specialist 19.31
05370 - Tire Repairer 15.06
05400 - Transmission Repair Specialist 21.22
07000 - Food Preparation And Service Occupations
07010 - Baker 14.63
07041 - Cook I 14.36
07042 - Cook II 16.11
07070 - Dishwasher 12.24
07130 - Food Service Worker 13.44
07210 - Meat Cutter 18.93
07260 - Waiter/Waitress 12.13
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.46
09040 - Furniture Handler 15.97
09080 - Furniture Refinisher 22.46
09090 - Furniture Refinisher Helper 17.98
09110 - Furniture Repairer Minor 19.91
09130 - Upholsterer 22.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.21
11060 - Elevator Operator 14.00
11090 - Gardener 18.30
11122 - Housekeeping Aide 14.00
11150 - Janitor 14.00
11210 - Laborer Grounds Maintenance 15.21
11240 - Maid or Houseman 12.21
11260 - Pruner 14.29
11270 - Tractor Operator 17.17
11330 - Trail Maintenance Worker 15.21
11360 - Window Cleaner 15.29
12000 - Health Occupations
12010 - Ambulance Driver 18.85
12011 - Breath Alcohol Technician 19.78
12012 - Certified Occupational Therapist Assistant 27.14
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 21.42
12025 - Dental Hygienist 35.30
12030 - EKG Technician 32.35
12035 - Electroneurodiagnostic Technologist 32.35
12040 - Emergency Medical Technician 18.85
12071 - Licensed Practical Nurse I 17.68
12072 - Licensed Practical Nurse II 19.78
12073 - Licensed Practical Nurse III 22.06
12100 - Medical Assistant 17.26
12130 - Medical Laboratory Technician 29.14

12160 - Medical Record Clerk		15.93
12190 - Medical Record Technician		19.60
12195 - Medical Transcriptionist		16.85
12210 - Nuclear Medicine Technologist		43.18
12221 - Nursing Assistant I		11.47
12222 - Nursing Assistant II		12.89
12223 - Nursing Assistant III		14.06
12224 - Nursing Assistant IV		15.79
12235 - Optical Dispenser		19.78
12236 - Optical Technician		17.52
12250 - Pharmacy Technician		15.70
12280 - Phlebotomist		15.35
12305 - Radiologic Technologist		29.97
12311 - Registered Nurse I		24.43
12312 - Registered Nurse II		29.88
12313 - Registered Nurse II Specialist		29.88
12314 - Registered Nurse III		36.16
12315 - Registered Nurse III Anesthetist		36.16
12316 - Registered Nurse IV		43.33
12317 - Scheduler (Drug and Alcohol Testing)		24.51
12320 - Substance Abuse Treatment Counselor		26.39
13000 - Information And Arts Occupations		
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		16.51
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
14000 - Information Technology Occupations		
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)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.84
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		25.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.28
15020 - Aircrew Training Devices Instructor (Rated)		34.22
15030 - Air Crew Training Devices Instructor (Pilot)		41.01
15050 - Computer Based Training Specialist / Instructor		28.28
15060 - Educational Technologist		30.66
15070 - Flight Instructor (Pilot)		41.01
15080 - Graphic Artist		21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.01
15086 - Maintenance Test Pilot Rotary Wing		41.01
15088 - Non-Maintenance Test/Co-Pilot		41.01
15090 - Technical Instructor		23.07
15095 - Technical Instructor/Course Developer		28.21
15110 - Test Proctor		18.62
15120 - Tutor		18.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.29
16030 - Counter Attendant		13.29
16040 - Dry Cleaner		15.18
16070 - Finisher Flatwork Machine		13.29
16090 - Presser Hand		13.29
16110 - Presser Machine Drycleaning		13.29
16130 - Presser Machine Shirts		13.29
16160 - Presser Machine Wearing Apparel Laundry		13.29
16190 - Sewing Machine Operator		15.81
16220 - Tailor		16.45
16250 - Washer Machine		13.92
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.04
19040 - Tool And Die Maker		27.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.46
21030 - Material Coordinator		27.57
21040 - Material Expediter		27.57
21050 - Material Handling Laborer		12.59
21071 - Order Filler		13.64
21080 - Production Line Worker (Food Processing)		17.46
21110 - Shipping Packer		17.43
21130 - Shipping/Receiving Clerk		17.43
21140 - Store Worker I		15.69
21150 - Stock Clerk		18.93

21210 - Tools And Parts Attendant 17.46
21410 - Warehouse Specialist 17.46
23000 - Mechanics And Maintenance And Repair Occupations
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 20.33
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 21.92
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 20.80
23440 - Heavy Equipment Operator 23.90
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 24.04
23470 - Laborer 12.59
23510 - Locksmith 24.04
23530 - Machinery Maintenance Mechanic 28.28
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	24.00
23810 - Plumber Maintenance	21.79
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	26.62
23932 - Telecommunications Mechanic II	28.01
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
24000 - Personal Needs Occupations	
24550 - Case Manager	17.11
24570 - Child Care Attendant	12.53
24580 - Child Care Center Clerk	15.62
24610 - Chore Aide	12.61
24620 - Family Readiness And Support Services Coordinator	17.11
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
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
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.48
27007 - Baggage Inspector	13.58
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	13.58
27102 - Guard II	18.98
27131 - Police Officer I	21.98
27132 - Police Officer II	24.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.75
28042 - Carnival Equipment Repairer	15.72

28043 - Carnival Worker		12.28
28210 - Gate Attendant/Gate Tender		15.65
28310 - Lifeguard		13.13
28350 - Park Attendant (Aide)		17.52
28510 - Recreation Aide/Health Facility Attendant		12.78
28515 - Recreation Specialist		21.69
28630 - Sports Official		13.94
28690 - Swimming Pool Operator		20.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.62
29020 - Hatch Tender		26.62
29030 - Line Handler		26.58
29041 - Stevedore I		25.39
29042 - Stevedore II		27.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59
30021 - Archeological Technician I		17.67
30022 - Archeological Technician II		18.40
30023 - Archeological Technician III		22.72
30030 - Cartographic Technician		22.72
30040 - Civil Engineering Technician		26.77
30051 - Cryogenic Technician I		25.16
30052 - Cryogenic Technician II		27.79
30061 - Drafter/CAD Operator I		16.39
30062 - Drafter/CAD Operator II		18.34
30063 - Drafter/CAD Operator III		20.45
30064 - Drafter/CAD Operator IV		25.16
30081 - Engineering Technician I		15.49
30082 - Engineering Technician II		17.38
30083 - Engineering Technician III		19.45
30084 - Engineering Technician IV		24.10
30085 - Engineering Technician V		29.48
30086 - Engineering Technician VI		35.66
30090 - Environmental Technician		22.72
30095 - Evidence Control Specialist		22.72
30210 - Laboratory Technician		20.45
30221 - Latent Fingerprint Technician I		25.16
30222 - Latent Fingerprint Technician II		27.79
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		27.79
30390 - Photo-Optics Technician		22.72
30395 - Radiation Control Technician		27.79
30461 - Technical Writer I		22.72
30462 - Technical Writer II		27.79

30463 - Technical Writer III 33.62
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 25.16
30502 - Weather Forecaster II 30.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.45
30621 - Weather Observer Senior (see 2) 22.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.17
31030 - Bus Driver 18.89
31043 - Driver Courier 14.41
31260 - Parking and Lot Attendant 13.32
31290 - Shuttle Bus Driver 16.28
31310 - Taxi Driver 13.44
31361 - Truckdriver Light 15.36
31362 - Truckdriver Medium 16.06
31363 - Truckdriver Heavy 19.77
31364 - Truckdriver Tractor-Trailer 19.77
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 15.10
99030 - Cashier 12.45
99050 - Desk Clerk 12.31
99095 - Embalmer 25.60
99130 - Flight Follower 25.60
99251 - Laboratory Animal Caretaker I 16.59
99252 - Laboratory Animal Caretaker II 17.49
99260 - Marketing Analyst 28.89
99310 - Mortician 25.60
99410 - Pest Controller 21.29
99510 - Photofinishing Worker 14.91
99710 - Recycling Laborer 17.76
99711 - Recycling Specialist 20.05
99730 - Refuse Collector 16.69
99810 - Sales Clerk 12.94
99820 - School Crossing Guard 15.11
99830 - Survey Party Chief 21.08
99831 - Surveying Aide 14.38
99832 - Surveying Technician 19.17
99840 - Vending Machine Attendant 20.05
99841 - Vending Machine Repairer 23.46
99842 - Vending Machine Repairer Helper 20.05

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4002
Revision No.: 14
Date Of Last Revision: 04/23/2020

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

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		22.39
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.24
01043 - Customer Service Representative III		15.54
01051 - Data Entry Operator I		15.39
01052 - Data Entry Operator II		16.79
01060 - Dispatcher Motor Vehicle		18.19
01070 - Document Preparation Clerk		13.93
01090 - Duplicating Machine Operator		13.93
01111 - General Clerk I		13.22
01112 - General Clerk II		14.42
01113 - General Clerk III		16.19
01120 - Housing Referral Assistant		19.51
01141 - Messenger Courier		15.09
01191 - Order Clerk I		12.64
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.95
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		27.57
01290 - Rental Clerk		14.29
01300 - Scheduler Maintenance		15.64
01311 - Secretary I		15.64
01312 - Secretary II		17.50
01313 - Secretary III		19.51
01320 - Service Order Dispatcher		14.75
01410 - Supply Technician		22.39
01420 - Survey Worker		14.30
01460 - Switchboard Operator/Receptionist		15.32
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.93
01533 - Travel Clerk III		16.40
01611 - Word Processor I		13.93
01612 - Word Processor II		15.64
01613 - Word Processor III		17.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		20.08
05010 - Automotive Electrician		18.69
05040 - Automotive Glass Installer		17.55
05070 - Automotive Worker		17.55

05110 - Mobile Equipment Servicer 15.31
05130 - Motor Equipment Metal Mechanic 19.78
05160 - Motor Equipment Metal Worker 17.55
05190 - Motor Vehicle Mechanic 19.78
05220 - Motor Vehicle Mechanic Helper 14.36
05250 - Motor Vehicle Upholstery Worker 16.38
05280 - Motor Vehicle Wrecker 17.55
05310 - Painter Automotive 18.69
05340 - Radiator Repair Specialist 17.55
05370 - Tire Repairer 15.06
05400 - Transmission Repair Specialist 19.78
07000 - Food Preparation And Service Occupations
07010 - Baker 13.30
07041 - Cook I 13.94
07042 - Cook II 16.11
07070 - Dishwasher 11.56
07130 - Food Service Worker 12.22
07210 - Meat Cutter 17.21
07260 - Waiter/Waitress 11.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.46
09040 - Furniture Handler 15.97
09080 - Furniture Refinisher 22.46
09090 - Furniture Refinisher Helper 17.98
09110 - Furniture Repairer Minor 19.91
09130 - Upholsterer 22.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.73
11060 - Elevator Operator 13.58
11090 - Gardener 17.46
11122 - Housekeeping Aide 13.58
11150 - Janitor 13.58
11210 - Laborer Grounds Maintenance 14.08
11240 - Maid or Houseman 11.10
11260 - Pruner 14.10
11270 - Tractor Operator 16.38
11330 - Trail Maintenance Worker 14.08
11360 - Window Cleaner 15.29
12000 - Health Occupations
12010 - Ambulance Driver 18.85
12011 - Breath Alcohol Technician 19.78
12012 - Certified Occupational Therapist Assistant 27.14
12015 - Certified Physical Therapist Assistant 26.81
12020 - Dental Assistant 21.42
12025 - Dental Hygienist 35.30
12030 - EKG Technician 32.35
12035 - Electroneurodiagnostic Technologist 32.35
12040 - Emergency Medical Technician 18.85
12071 - Licensed Practical Nurse I 17.68
12072 - Licensed Practical Nurse II 19.78

12073 - Licensed Practical Nurse III 22.06
12100 - Medical Assistant 16.72
12130 - Medical Laboratory Technician 28.29
12160 - Medical Record Clerk 14.48
12190 - Medical Record Technician 17.82
12195 - Medical Transcriptionist 16.85
12210 - Nuclear Medicine Technologist 43.18
12221 - Nursing Assistant I 11.47
12222 - Nursing Assistant II 12.89
12223 - Nursing Assistant III 14.06
12224 - Nursing Assistant IV 15.79
12235 - Optical Dispenser 19.78
12236 - Optical Technician 17.52
12250 - Pharmacy Technician 14.82
12280 - Phlebotomist 15.12
12305 - Radiologic Technologist 29.97
12311 - Registered Nurse I 24.31
12312 - Registered Nurse II 29.74
12313 - Registered Nurse II Specialist 29.74
12314 - Registered Nurse III 35.98
12315 - Registered Nurse III Anesthetist 35.98
12316 - Registered Nurse IV 43.12
12317 - Scheduler (Drug and Alcohol Testing) 24.51
12320 - Substance Abuse Treatment Counselor 23.99
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.81
13012 - Exhibits Specialist II 20.82
13013 - Exhibits Specialist III 25.47
13041 - Illustrator I 16.81
13042 - Illustrator II 20.82
13043 - Illustrator III 25.47
13047 - Librarian 23.06
13050 - Library Aide/Clerk 13.38
13054 - Library Information Technology Systems Administrator 20.82
13058 - Library Technician 16.51
13061 - Media Specialist I 15.02
13062 - Media Specialist II 16.81
13063 - Media Specialist III 18.73
13071 - Photographer I 15.02
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 16.81
13110 - Video Teleconference Technician 17.37
14000 - Information Technology Occupations
14041 - Computer Operator I 15.31
14042 - Computer Operator II 17.13
14043 - Computer Operator III 19.11

14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	23.74
14072 - Computer Programmer II	(see 1)	29.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		23.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.00
15020 - Aircrew Training Devices Instructor (Rated)		33.87
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		28.00
15060 - Educational Technologist		27.87
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.41
15086 - Maintenance Test Pilot Rotary Wing		40.41
15088 - Non-Maintenance Test/Co-Pilot		40.41
15090 - Technical Instructor		20.97
15095 - Technical Instructor/Course Developer		25.65
15110 - Test Proctor		16.93
15120 - Tutor		16.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.02
16070 - Finisher Flatwork Machine		13.13
16090 - Presser Hand		13.13
16110 - Presser Machine Drycleaning		13.13
16130 - Presser Machine Shirts		13.13
16160 - Presser Machine Wearing Apparel Laundry		13.13
16190 - Sewing Machine Operator		15.65
16220 - Tailor		16.28
16250 - Washer Machine		13.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.46
19040 - Tool And Die Maker		27.53
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.87
21030 - Material Coordinator		27.57
21040 - Material Expediter		27.57
21050 - Material Handling Laborer		12.01
21071 - Order Filler		12.84
21080 - Production Line Worker (Food Processing)		15.87
21110 - Shipping Packer		17.12

21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 15.00
21150 - Stock Clerk 18.09
21210 - Tools And Parts Attendant 15.87
21410 - Warehouse Specialist 15.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.59
23019 - Aircraft Logs and Records Technician 22.58
23021 - Aircraft Mechanic I 25.71
23022 - Aircraft Mechanic II 26.59
23023 - Aircraft Mechanic III 27.44
23040 - Aircraft Mechanic Helper 20.26
23050 - Aircraft Painter 24.70
23060 - Aircraft Servicer 22.58
23070 - Aircraft Survival Flight Equipment Technician 24.70
23080 - Aircraft Worker 23.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.71
23110 - Appliance Mechanic 22.46
23120 - Bicycle Repairer 18.40
23125 - Cable Splicer 24.06
23130 - Carpenter Maintenance 19.15
23140 - Carpet Layer 21.09
23160 - Electrician Maintenance 24.10
23181 - Electronics Technician Maintenance I 21.09
23182 - Electronics Technician Maintenance II 23.73
23183 - Electronics Technician Maintenance III 25.06
23260 - Fabric Worker 20.04
23290 - Fire Alarm System Mechanic 21.71
23310 - Fire Extinguisher Repairer 19.16
23311 - Fuel Distribution System Mechanic 23.77
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 18.34
23380 - Ground Support Equipment Mechanic 25.71
23381 - Ground Support Equipment Servicer 22.58
23382 - Ground Support Equipment Worker 23.63
23391 - Gunsmith I 19.16
23392 - Gunsmith II 21.09
23393 - Gunsmith III 23.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.21
23430 - Heavy Equipment Mechanic 20.80
23440 - Heavy Equipment Operator 23.90
23460 - Instrument Mechanic 23.77
23465 - Laboratory/Shelter Mechanic 22.46
23470 - Laborer 12.01

23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 25.71
23550 - Machinist Maintenance 22.70
23580 - Maintenance Trades Helper 16.95
23591 - Metrology Technician I 23.77
23592 - Metrology Technician II 25.07
23593 - Metrology Technician III 26.36
23640 - Millwright 25.61
23710 - Office Appliance Repairer 22.46
23760 - Painter Maintenance 18.42
23790 - Pipefitter Maintenance 24.00
23810 - Plumber Maintenance 21.79
23820 - Pneudraulic Systems Mechanic 23.77
23850 - Rigger 23.77
23870 - Scale Mechanic 21.09
23890 - Sheet-Metal Worker Maintenance 21.75
23910 - Small Engine Mechanic 18.85
23931 - Telecommunications Mechanic I 25.09
23932 - Telecommunications Mechanic II 28.01
23950 - Telephone Lineman 25.17
23960 - Welder Combination Maintenance 24.06
23965 - Well Driller 23.77
23970 - Woodcraft Worker 23.77
23980 - Woodworker 19.16
24000 - Personal Needs Occupations
24550 - Case Manager 16.97
24570 - Child Care Attendant 11.69
24580 - Child Care Center Clerk 14.58
24610 - Chore Aide 11.46
24620 - Family Readiness And Support Services Coordinator 16.97
24630 - Homemaker 16.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.77
25040 - Sewage Plant Operator 22.98
25070 - Stationary Engineer 23.77
25190 - Ventilation Equipment Tender 17.98
25210 - Water Treatment Plant Operator 22.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.15
27007 - Baggage Inspector 12.59
27008 - Corrections Officer 20.32
27010 - Court Security Officer 20.42
27030 - Detection Dog Handler 18.98
27040 - Detention Officer 20.32
27070 - Firefighter 20.32
27101 - Guard I 12.59
27102 - Guard II 18.98
27131 - Police Officer I 20.49
27132 - Police Officer II 22.78

28000 - Recreation Occupations
  28041 - Carnival Equipment Operator 14.50
  28042 - Carnival Equipment Repairer 15.46
  28043 - Carnival Worker 11.61
  28210 - Gate Attendant/Gate Tender 15.65
  28310 - Lifeguard 13.13
  28350 - Park Attendant (Aide) 17.52
  28510 - Recreation Aide/Health Facility Attendant 12.78
  28515 - Recreation Specialist 21.69
  28630 - Sports Official 13.94
  28690 - Swimming Pool Operator 20.57
29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 24.20
  29020 - Hatch Tender 24.20
  29030 - Line Handler 24.16
  29041 - Stevedore I 23.08
  29042 - Stevedore II 25.38
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
  30021 - Archeological Technician I 17.67
  30022 - Archeological Technician II 18.40
  30023 - Archeological Technician III 22.72
  30030 - Cartographic Technician 22.72
  30040 - Civil Engineering Technician 24.34
  30051 - Cryogenic Technician I 25.16
  30052 - Cryogenic Technician II 27.79
  30061 - Drafter/CAD Operator I 16.39
  30062 - Drafter/CAD Operator II 18.34
  30063 - Drafter/CAD Operator III 20.45
  30064 - Drafter/CAD Operator IV 25.16
  30081 - Engineering Technician I 15.49
  30082 - Engineering Technician II 17.38
  30083 - Engineering Technician III 19.45
  30084 - Engineering Technician IV 24.10
  30085 - Engineering Technician V 29.48
  30086 - Engineering Technician VI 35.66
  30090 - Environmental Technician 22.72
  30095 - Evidence Control Specialist 22.72
  30210 - Laboratory Technician 20.45
  30221 - Latent Fingerprint Technician I 25.16
  30222 - Latent Fingerprint Technician II 27.79
  30240 - Mathematical Technician 23.34
  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 27.79
  30390 - Photo-Optics Technician 22.72

30395 - Radiation Control Technician 27.79
30461 - Technical Writer I 22.72
30462 - Technical Writer II 27.79
30463 - Technical Writer III 33.62
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.16
30502 - Weather Forecaster II 30.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.45
30621 - Weather Observer Senior (see 2) 22.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.17
31030 - Bus Driver 17.78
31043 - Driver Courier 14.03
31260 - Parking and Lot Attendant 13.32
31290 - Shuttle Bus Driver 14.80
31310 - Taxi Driver 12.22
31361 - Truckdriver Light 14.80
31362 - Truckdriver Medium 15.62
31363 - Truckdriver Heavy 18.94
31364 - Truckdriver Tractor-Trailer 18.94
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 14.95
99030 - Cashier 11.46
99050 - Desk Clerk 11.85
99095 - Embalmer 25.35
99130 - Flight Follower 25.35
99251 - Laboratory Animal Caretaker I 16.59
99252 - Laboratory Animal Caretaker II 17.49
99260 - Marketing Analyst 26.26
99310 - Mortician 25.35
99410 - Pest Controller 21.29
99510 - Photofinishing Worker 14.91
99710 - Recycling Laborer 16.34
99711 - Recycling Specialist 18.38
99730 - Refuse Collector 15.35
99810 - Sales Clerk 12.44
99820 - School Crossing Guard 13.74
99830 - Survey Party Chief 21.08
99831 - Surveying Aide 14.38
99832 - Surveying Technician 19.17
99840 - Vending Machine Attendant 18.24
99841 - Vending Machine Repairer 23.46
99842 - Vending Machine Repairer Helper 18.25

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized

representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4003
Revision No.: 15
Date Of Last Revision: 04/22/2021

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.11
01013 - Accounting Clerk III		20.25
01020 - Administrative Assistant		26.96
01035 - Court Reporter		20.65

01041 - Customer Service Representative I	14.06
01042 - Customer Service Representative II	15.34
01043 - Customer Service Representative III	17.23
01051 - Data Entry Operator I	14.58
01052 - Data Entry Operator II	15.91
01060 - Dispatcher Motor Vehicle	21.83
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	15.99
01192 - Order Clerk II	17.45
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	22.56
01290 - Rental Clerk	12.75
01300 - Scheduler Maintenance	18.47
01311 - Secretary I	18.47
01312 - Secretary II	20.65
01313 - Secretary III	23.02
01320 - Service Order Dispatcher	19.51
01410 - Supply Technician	26.96
01420 - Survey Worker	17.64
01460 - Switchboard Operator/Receptionist	14.86
01531 - Travel Clerk I	14.12
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	17.08
01611 - Word Processor I	16.44
01612 - Word Processor II	18.47
01613 - Word Processor III	20.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.20
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.79
05130 - Motor Equipment Metal Mechanic	16.95
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.95
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.44
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter Automotive	16.16
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	13.20
05400 - Transmission Repair Specialist	16.95

07000 - Food Preparation And Service Occupations
  07010 - Baker 13.59
  07041 - Cook I 15.76
  07042 - Cook II 17.65
  07070 - Dishwasher 12.23
  07130 - Food Service Worker 12.63
  07210 - Meat Cutter 16.69
  07260 - Waiter/Waitress 12.20
09000 - Furniture Maintenance And Repair Occupations
  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
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 13.28
  11060 - Elevator Operator 13.89
  11090 - Gardener 15.26
  11122 - Housekeeping Aide 13.93
  11150 - Janitor 13.93
  11210 - Laborer Grounds Maintenance 12.61
  11240 - Maid or Houseman 12.78
  11260 - Pruner 14.10
  11270 - Tractor Operator 14.35
  11330 - Trail Maintenance Worker 12.61
  11360 - Window Cleaner 14.93
12000 - Health Occupations
  12010 - Ambulance Driver 19.97
  12011 - Breath Alcohol Technician 21.12
  12012 - Certified Occupational Therapist Assistant 27.43
  12015 - Certified Physical Therapist Assistant 27.08
  12020 - Dental Assistant 21.37
  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 17.29
  12130 - Medical Laboratory Technician 21.25
  12160 - Medical Record Clerk 18.15
  12190 - Medical Record Technician 21.86
  12195 - Medical Transcriptionist 18.89
  12210 - Nuclear Medicine Technologist 46.41
  12221 - Nursing Assistant I 12.44
  12222 - Nursing Assistant II 13.98
  12223 - Nursing Assistant III 15.26
  12224 - Nursing Assistant IV 17.14

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		26.11
12312 - Registered Nurse II		31.94
12313 - Registered Nurse II Specialist		31.94
12314 - Registered Nurse III		38.65
12315 - Registered Nurse III Anesthetist		38.65
12316 - Registered Nurse IV		46.32
12317 - Scheduler (Drug and Alcohol Testing)		26.16
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
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		16.69
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
14000 - Information Technology Occupations		
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)	24.50
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.84
14160 - Personal Computer Support Technician		25.27

14170 - System Support Specialist	27.99
15000 - Instructional Occupations	
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.36
19040 - Tool And Die Maker	27.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.07
21030 - Material Coordinator	22.56
21040 - Material Expediter	22.56
21050 - Material Handling Laborer	14.29
21071 - Order Filler	14.04
21080 - Production Line Worker (Food Processing)	21.07
21110 - Shipping Packer	19.02
21130 - Shipping/Receiving Clerk	19.02
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	21.07
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.75
23019 - Aircraft Logs and Records Technician	20.92
23021 - Aircraft Mechanic I	24.55
23022 - Aircraft Mechanic II	25.75
23023 - Aircraft Mechanic III	26.91

23040 - Aircraft Mechanic Helper 18.56
23050 - Aircraft Painter 23.36
23060 - Aircraft Servicer 20.92
23070 - Aircraft Survival Flight Equipment Technician 23.36
23080 - Aircraft Worker 22.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.55
23110 - Appliance Mechanic 23.36
23120 - Bicycle Repairer 19.73
23125 - Cable Splicer 28.34
23130 - Carpenter Maintenance 21.82
23140 - Carpet Layer 22.10
23160 - Electrician Maintenance 26.30
23181 - Electronics Technician Maintenance I 23.51
23182 - Electronics Technician Maintenance II 24.91
23183 - Electronics Technician Maintenance III 26.25
23260 - Fabric Worker 20.92
23290 - Fire Alarm System Mechanic 24.55
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 24.55
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 19.82
23380 - Ground Support Equipment Mechanic 24.55
23381 - Ground Support Equipment Servicer 20.92
23382 - Ground Support Equipment Worker 22.10
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.10
23393 - Gunsmith III 24.55
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 24.55
23465 - Laboratory/Shelter Mechanic 23.36
23470 - Laborer 14.29
23510 - Locksmith 23.36
23530 - Machinery Maintenance Mechanic 27.99
23550 - Machinist Maintenance 23.75
23580 - Maintenance Trades Helper 18.56
23591 - Metrology Technician I 24.55
23592 - Metrology Technician II 25.75
23593 - Metrology Technician III 26.91
23640 - Millwright 24.55
23710 - Office Appliance Repairer 21.16
23760 - Painter Maintenance 18.14
23790 - Pipefitter Maintenance 24.60

23810 - Plumber Maintenance	23.40
23820 - Pneudraulic Systems Mechanic	24.55
23850 - Rigger	24.55
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker Maintenance	23.43
23910 - Small Engine Mechanic	22.10
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	24.55
23970 - Woodcraft Worker	24.55
23980 - Woodworker	19.73
24000 - Personal Needs Occupations	
24550 - Case Manager	17.76
24570 - Child Care Attendant	13.00
24580 - Child Care Center Clerk	16.20
24610 - Chore Aide	13.30
24620 - Family Readiness And Support Services Coordinator	17.76
24630 - Homemaker	17.76
25000 - Plant And System Operations Occupations	
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
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	14.58
27008 - Corrections Officer	23.55
27010 - Court Security Officer	26.18
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	23.55
27070 - Firefighter	27.14
27101 - Guard I	14.58
27102 - Guard II	18.98
27131 - Police Officer I	24.81
27132 - Police Officer II	27.58
28000 - Recreation Occupations	
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	15.88
28630 - Sports Official	15.97
28690 - Swimming Pool Operator	24.19

29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 22.10
  29020 - Hatch Tender 22.10
  29030 - Line Handler 22.10
  29041 - Stevedore I 20.92
  29042 - Stevedore II 23.36
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
  30021 - Archeological Technician I 18.01
  30022 - Archeological Technician II 20.14
  30023 - Archeological Technician III 24.95
  30030 - Cartographic Technician 24.95
  30040 - Civil Engineering Technician 24.95
  30051 - Cryogenic Technician I 27.63
  30052 - Cryogenic Technician II 30.52
  30061 - Drafter/CAD Operator I 18.01
  30062 - Drafter/CAD Operator II 20.14
  30063 - Drafter/CAD Operator III 22.45
  30064 - Drafter/CAD Operator IV 27.63
  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 23.75
  30095 - Evidence Control Specialist 24.95
  30210 - Laboratory Technician 22.45
  30221 - Latent Fingerprint Technician I 27.63
  30222 - Latent Fingerprint Technician II 30.52
  30240 - Mathematical Technician 25.67
  30361 - Paralegal/Legal Assistant I 22.18
  30362 - Paralegal/Legal Assistant II 27.48
  30363 - Paralegal/Legal Assistant III 33.61
  30364 - Paralegal/Legal Assistant IV 40.68
  30375 - Petroleum Supply Specialist 30.52
  30390 - Photo-Optics Technician 24.74
  30395 - Radiation Control Technician 30.52
  30461 - Technical Writer I 24.95
  30462 - Technical Writer II 30.52
  30463 - Technical Writer III 36.93
  30491 - Unexploded Ordnance (UXO) Technician I 28.51
  30492 - Unexploded Ordnance (UXO) Technician II 34.49
  30493 - Unexploded Ordnance (UXO) Technician III 41.34
  30494 - Unexploded (UXO) Safety Escort 28.51
  30495 - Unexploded (UXO) Sweep Personnel 28.51
  30501 - Weather Forecaster I 27.63
  30502 - Weather Forecaster II 33.61

30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.45
30621 - Weather Observer Senior	(see 2)	24.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		15.06
31030 - Bus Driver		20.91
31043 - Driver Courier		15.11
31260 - Parking and Lot Attendant		13.60
31290 - Shuttle Bus Driver		16.28
31310 - Taxi Driver		16.41
31361 - Truckdriver Light		16.07
31362 - Truckdriver Medium		17.03
31363 - Truckdriver Heavy		22.09
31364 - Truckdriver Tractor-Trailer		22.09
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		12.44
99050 - Desk Clerk		13.42
99095 - Embalmer		28.51
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		20.52
99252 - Laboratory Animal Caretaker II		21.82
99260 - Marketing Analyst		25.81
99310 - Mortician		28.51
99410 - Pest Controller		23.13
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		16.06
99711 - Recycling Specialist		18.32
99730 - Refuse Collector		14.98
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		13.92
99830 - Survey Party Chief		20.71
99831 - Surveying Aide		14.11
99832 - Surveying Technician		18.82
99840 - Vending Machine Attendant		20.06
99841 - Vending Machine Repairer		24.44
99842 - Vending Machine Repairer Helper		20.08

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4004
Revision No.: 14
Date Of Last Revision: 04/23/2020

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

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.93
01012 - Accounting Clerk II		17.89

01013 - Accounting Clerk III 20.02
01020 - Administrative Assistant 24.67
01035 - Court Reporter 20.08
01041 - Customer Service Representative I 12.89
01042 - Customer Service Representative II 14.49
01043 - Customer Service Representative III 15.82
01051 - Data Entry Operator I 14.58
01052 - Data Entry Operator II 15.91
01060 - Dispatcher Motor Vehicle 21.83
01070 - Document Preparation Clerk 15.99
01090 - Duplicating Machine Operator 15.99
01111 - General Clerk I 14.72
01112 - General Clerk II 16.06
01113 - General Clerk III 18.03
01120 - Housing Referral Assistant 22.39
01141 - Messenger Courier 13.87
01191 - Order Clerk I 14.65
01192 - Order Clerk II 15.99
01261 - Personnel Assistant (Employment) I 17.69
01262 - Personnel Assistant (Employment) II 19.79
01263 - Personnel Assistant (Employment) III 22.07
01270 - Production Control Clerk 22.20
01290 - Rental Clerk 12.75
01300 - Scheduler Maintenance 17.95
01311 - Secretary I 17.95
01312 - Secretary II 20.08
01313 - Secretary III 22.39
01320 - Service Order Dispatcher 19.51
01410 - Supply Technician 24.67
01420 - Survey Worker 16.04
01460 - Switchboard Operator/Receptionist 14.37
01531 - Travel Clerk I 13.58
01532 - Travel Clerk II 14.93
01533 - Travel Clerk III 16.40
01611 - Word Processor I 15.99
01612 - Word Processor II 17.95
01613 - Word Processor III 20.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.27
05010 - Automotive Electrician 16.16
05040 - Automotive Glass Installer 15.07
05070 - Automotive Worker 15.07
05110 - Mobile Equipment Servicer 13.79
05130 - Motor Equipment Metal Mechanic 16.58
05160 - Motor Equipment Metal Worker 15.08
05190 - Motor Vehicle Mechanic 16.58
05220 - Motor Vehicle Mechanic Helper 13.74
05250 - Motor Vehicle Upholstery Worker 14.44
05280 - Motor Vehicle Wrecker 15.07
05310 - Painter Automotive 16.16

05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	13.20
05400 - Transmission Repair Specialist	16.58
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.79
07041 - Cook I	15.43
07042 - Cook II	17.28
07070 - Dishwasher	11.58
07130 - Food Service Worker	11.76
07210 - Meat Cutter	16.37
07260 - Waiter/Waitress	11.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.77
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	22.77
09090 - Furniture Refinisher Helper	18.09
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	22.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.07
11060 - Elevator Operator	12.73
11090 - Gardener	15.22
11122 - Housekeeping Aide	12.73
11150 - Janitor	12.73
11210 - Laborer Grounds Maintenance	12.50
11240 - Maid or Houseman	12.23
11260 - Pruner	14.10
11270 - Tractor Operator	14.28
11330 - Trail Maintenance Worker	12.50
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	20.39
12012 - Certified Occupational Therapist Assistant	27.43
12015 - Certified Physical Therapist Assistant	27.08
12020 - Dental Assistant	19.87
12025 - Dental Hygienist	37.63
12030 - EKG Technician	30.89
12035 - Electroneurodiagnostic Technologist	30.89
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	18.22
12072 - Licensed Practical Nurse II	20.39
12073 - Licensed Practical Nurse III	22.73
12100 - Medical Assistant	15.72
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	17.76
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	18.22
12210 - Nuclear Medicine Technologist	44.79
12221 - Nursing Assistant I	12.09

12222 - Nursing Assistant II		13.59
12223 - Nursing Assistant III		14.83
12224 - Nursing Assistant IV		16.65
12235 - Optical Dispenser		20.39
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		14.92
12280 - Phlebotomist		16.71
12305 - Radiologic Technologist		30.06
12311 - Registered Nurse I		25.38
12312 - Registered Nurse II		31.04
12313 - Registered Nurse II Specialist		31.04
12314 - Registered Nurse III		37.55
12315 - Registered Nurse III Anesthetist		37.55
12316 - Registered Nurse IV		45.00
12317 - Scheduler (Drug and Alcohol Testing)		25.26
12320 - Substance Abuse Treatment Counselor		23.53
13000 - Information And Arts Occupations		
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		16.59
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
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	22.28
14072 - Computer Programmer II	(see 1)	27.61
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.31
14160 - Personal Computer Support Technician	25.11
14170 - System Support Specialist	26.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.97
15030 - Air Crew Training Devices Instructor (Pilot)	43.12
15050 - Computer Based Training Specialist / Instructor	28.35
15060 - Educational Technologist	28.83
15070 - Flight Instructor (Pilot)	43.12
15080 - Graphic Artist	21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.12
15086 - Maintenance Test Pilot Rotary Wing	43.12
15088 - Non-Maintenance Test/Co-Pilot	43.12
15090 - Technical Instructor	19.92
15095 - Technical Instructor/Course Developer	24.37
15110 - Test Proctor	16.07
15120 - Tutor	16.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.77
19040 - Tool And Die Maker	27.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.35
21030 - Material Coordinator	22.20
21040 - Material Expediter	22.20
21050 - Material Handling Laborer	12.99
21071 - Order Filler	12.76
21080 - Production Line Worker (Food Processing)	20.35
21110 - Shipping Packer	17.63
21130 - Shipping/Receiving Clerk	17.63
21140 - Store Worker I	15.68
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	20.35
21410 - Warehouse Specialist	20.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23019 - Aircraft Logs and Records Technician	20.39

23021 - Aircraft Mechanic I 23.94
23022 - Aircraft Mechanic II 25.10
23023 - Aircraft Mechanic III 26.24
23040 - Aircraft Mechanic Helper 18.09
23050 - Aircraft Painter 22.77
23060 - Aircraft Servicer 20.39
23070 - Aircraft Survival Flight Equipment Technician 22.77
23080 - Aircraft Worker 21.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.94
23110 - Appliance Mechanic 22.77
23120 - Bicycle Repairer 19.24
23125 - Cable Splicer 28.34
23130 - Carpenter Maintenance 19.84
23140 - Carpet Layer 21.54
23160 - Electrician Maintenance 26.30
23181 - Electronics Technician Maintenance I 23.51
23182 - Electronics Technician Maintenance II 24.91
23183 - Electronics Technician Maintenance III 26.25
23260 - Fabric Worker 20.39
23290 - Fire Alarm System Mechanic 23.94
23310 - Fire Extinguisher Repairer 19.24
23311 - Fuel Distribution System Mechanic 23.94
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 18.32
23380 - Ground Support Equipment Mechanic 23.94
23381 - Ground Support Equipment Servicer 20.39
23382 - Ground Support Equipment Worker 21.54
23391 - Gunsmith I 19.24
23392 - Gunsmith II 21.54
23393 - Gunsmith III 23.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.27
23430 - Heavy Equipment Mechanic 22.61
23440 - Heavy Equipment Operator 23.79
23460 - Instrument Mechanic 23.94
23465 - Laboratory/Shelter Mechanic 22.77
23470 - Laborer 12.99
23510 - Locksmith 22.77
23530 - Machinery Maintenance Mechanic 26.97
23550 - Machinist Maintenance 23.75
23580 - Maintenance Trades Helper 18.09
23591 - Metrology Technician I 23.94
23592 - Metrology Technician II 25.10
23593 - Metrology Technician III 26.24
23640 - Millwright 23.94

23710 - Office Appliance Repairer	20.85
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	24.60
23810 - Plumber Maintenance	23.40
23820 - Pneudraulic Systems Mechanic	23.94
23850 - Rigger	23.94
23870 - Scale Mechanic	21.54
23890 - Sheet-Metal Worker Maintenance	21.30
23910 - Small Engine Mechanic	21.54
23931 - Telecommunications Mechanic I	30.03
23932 - Telecommunications Mechanic II	31.53
23950 - Telephone Lineman	33.51
23960 - Welder Combination Maintenance	20.84
23965 - Well Driller	23.94
23970 - Woodcraft Worker	23.94
23980 - Woodworker	19.24
24000 - Personal Needs Occupations	
24550 - Case Manager	17.43
24570 - Child Care Attendant	12.11
24580 - Child Care Center Clerk	15.11
24610 - Chore Aide	12.09
24620 - Family Readiness And Support Services Coordinator	17.43
24630 - Homemaker	17.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	22.15
25070 - Stationary Engineer	23.34
25190 - Ventilation Equipment Tender	17.50
25210 - Water Treatment Plant Operator	22.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.66
27007 - Baggage Inspector	13.90
27008 - Corrections Officer	21.41
27010 - Court Security Officer	23.80
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	21.41
27070 - Firefighter	26.06
27101 - Guard I	13.90
27102 - Guard II	18.98
27131 - Police Officer I	23.22
27132 - Police Officer II	25.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Worker	9.65
28210 - Gate Attendant/Gate Tender	17.69
28310 - Lifeguard	14.72
28350 - Park Attendant (Aide)	19.79
28510 - Recreation Aide/Health Facility Attendant	14.44

28515 - Recreation Specialist 14.44
28630 - Sports Official 15.76
28690 - Swimming Pool Operator 24.19
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.54
29020 - Hatch Tender 21.54
29030 - Line Handler 21.54
29041 - Stevedore I 20.39
29042 - Stevedore II 22.77
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 17.84
30022 - Archeological Technician II 19.97
30023 - Archeological Technician III 24.74
30030 - Cartographic Technician 24.74
30040 - Civil Engineering Technician 24.34
30051 - Cryogenic Technician I 27.39
30052 - Cryogenic Technician II 30.25
30061 - Drafter/CAD Operator I 17.84
30062 - Drafter/CAD Operator II 19.97
30063 - Drafter/CAD Operator III 22.26
30064 - Drafter/CAD Operator IV 27.39
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 21.59
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 21.46
30221 - Latent Fingerprint Technician I 27.39
30222 - Latent Fingerprint Technician II 30.25
30240 - Mathematical Technician 25.67
30361 - Paralegal/Legal Assistant I 21.77
30362 - Paralegal/Legal Assistant II 26.97
30363 - Paralegal/Legal Assistant III 32.99
30364 - Paralegal/Legal Assistant IV 39.91
30375 - Petroleum Supply Specialist 28.26
30390 - Photo-Optics Technician 22.49
30395 - Radiation Control Technician 28.26
30461 - Technical Writer I 24.78
30462 - Technical Writer II 30.32
30463 - Technical Writer III 36.67
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23

30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.26
30621 - Weather Observer Senior	(see 2)	24.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.06
31030 - Bus Driver		19.52
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		13.60
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		14.98
31361 - Truckdriver Light		14.80
31362 - Truckdriver Medium		15.62
31363 - Truckdriver Heavy		20.65
31364 - Truckdriver Tractor-Trailer		20.65
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		11.40
99050 - Desk Clerk		12.20
99095 - Embalmer		28.23
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		20.08
99252 - Laboratory Animal Caretaker II		21.16
99260 - Marketing Analyst		25.69
99310 - Mortician		28.23
99410 - Pest Controller		22.90
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		14.60
99711 - Recycling Specialist		16.65
99730 - Refuse Collector		13.62
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		12.65
99830 - Survey Party Chief		20.50
99831 - Surveying Aide		13.97
99832 - Surveying Technician		18.63
99840 - Vending Machine Attendant		18.24
99841 - Vending Machine Repairer		24.19
99842 - Vending Machine Repairer Helper		18.25

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4005
Revision No.: 15
Date Of Last Revision: 04/22/2021

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

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 Chebeaque 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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.19

01013 - Accounting Clerk III 20.34
01020 - Administrative Assistant 27.50
01035 - Court Reporter 19.87
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 15.46
01052 - Data Entry Operator II 16.87
01060 - Dispatcher Motor Vehicle 19.43
01070 - Document Preparation Clerk 17.03
01090 - Duplicating Machine Operator 17.03
01111 - General Clerk I 14.90
01112 - General Clerk II 16.26
01113 - General Clerk III 18.27
01120 - Housing Referral Assistant 22.15
01141 - Messenger Courier 15.38
01191 - Order Clerk I 14.92
01192 - Order Clerk II 16.28
01261 - Personnel Assistant (Employment) I 18.47
01262 - Personnel Assistant (Employment) II 20.65
01263 - Personnel Assistant (Employment) III 23.02
01270 - Production Control Clerk 24.07
01290 - Rental Clerk 14.55
01300 - Scheduler Maintenance 17.77
01311 - Secretary I 17.77
01312 - Secretary II 19.87
01313 - Secretary III 22.15
01320 - Service Order Dispatcher 17.17
01410 - Supply Technician 27.50
01420 - Survey Worker 16.27
01460 - Switchboard Operator/Receptionist 16.16
01531 - Travel Clerk I 16.61
01532 - Travel Clerk II 18.27
01533 - Travel Clerk III 20.06
01611 - Word Processor I 15.82
01612 - Word Processor II 17.77
01613 - Word Processor III 19.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.80
05010 - Automotive Electrician 20.47
05040 - Automotive Glass Installer 19.36
05070 - Automotive Worker 19.36
05110 - Mobile Equipment Servicer 17.29
05130 - Motor Equipment Metal Mechanic 21.51
05160 - Motor Equipment Metal Worker 19.36
05190 - Motor Vehicle Mechanic 21.51
05220 - Motor Vehicle Mechanic Helper 16.25
05250 - Motor Vehicle Upholstery Worker 18.33
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 20.47

05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 12.84
05400 - Transmission Repair Specialist 21.51
07000 - Food Preparation And Service Occupations
07010 - Baker 17.03
07041 - Cook I 16.80
07042 - Cook II 18.82
07070 - Dishwasher 12.22
07130 - Food Service Worker 14.31
07210 - Meat Cutter 20.67
07260 - Waiter/Waitress 13.63
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.73
09040 - Furniture Handler 15.87
09080 - Furniture Refinisher 22.73
09090 - Furniture Refinisher Helper 18.05
09110 - Furniture Repairer Minor 20.35
09130 - Upholsterer 22.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.76
11060 - Elevator Operator 13.75
11090 - Gardener 21.32
11122 - Housekeeping Aide 14.94
11150 - Janitor 14.94
11210 - Laborer Grounds Maintenance 17.62
11240 - Maid or Houseman 13.90
11260 - Pruner 16.43
11270 - Tractor Operator 20.05
11330 - Trail Maintenance Worker 17.62
11360 - Window Cleaner 16.02
12000 - Health Occupations
12010 - Ambulance Driver 17.51
12011 - Breath Alcohol Technician 22.52
12012 - Certified Occupational Therapist Assistant 31.61
12015 - Certified Physical Therapist Assistant 27.53
12020 - Dental Assistant 22.45
12025 - Dental Hygienist 34.94
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 26.98
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		16.34
12280 - Phlebotomist		15.92
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
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.54
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.61
13041 - Illustrator I		19.54
13042 - Illustrator II		24.20
13043 - Illustrator III		29.61
13047 - Librarian		26.80
13050 - Library Aide/Clerk		13.98
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		18.33
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.54
13063 - Media Specialist III		21.78
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		17.56
13110 - Video Teleconference Technician		18.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.03
14042 - Computer Operator II		21.30
14043 - Computer Operator III		23.74
14044 - Computer Operator IV		26.38
14045 - Computer Operator V		29.21
14071 - Computer Programmer I	(see 1)	22.90
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.03
14160 - Personal Computer Support Technician	27.62
14170 - System Support Specialist	33.05
15000 - Instructional Occupations	
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	31.85
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	23.36
15095 - Technical Instructor/Course Developer	28.58
15110 - Test Proctor	18.86
15120 - Tutor	18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29
16030 - Counter Attendant	13.29
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29
16090 - Presser Hand	13.29
16110 - Presser Machine Drycleaning	13.29
16130 - Presser Machine Shirts	13.29
16160 - Presser Machine Wearing Apparel Laundry	13.29
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.55
19040 - Tool And Die Maker	28.14
21000 - Materials Handling And Packing Occupations	
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	17.07
21130 - Shipping/Receiving Clerk	17.07
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	19.36
21410 - Warehouse Specialist	19.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.96
23019 - Aircraft Logs and Records Technician	21.09

23021 - Aircraft Mechanic I 24.75
23022 - Aircraft Mechanic II 25.96
23023 - Aircraft Mechanic III 27.13
23040 - Aircraft Mechanic Helper 18.70
23050 - Aircraft Painter 23.55
23060 - Aircraft Servicer 21.09
23070 - Aircraft Survival Flight Equipment Technician 23.55
23080 - Aircraft Worker 22.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.75
23110 - Appliance Mechanic 22.68
23120 - Bicycle Repairer 19.89
23125 - Cable Splicer 29.97
23130 - Carpenter Maintenance 22.72
23140 - Carpet Layer 22.28
23160 - Electrician Maintenance 26.66
23181 - Electronics Technician Maintenance I 25.68
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 21.09
23290 - Fire Alarm System Mechanic 28.80
23310 - Fire Extinguisher Repairer 19.89
23311 - Fuel Distribution System Mechanic 29.66
23312 - Fuel Distribution System Operator 23.83
23370 - General Maintenance Worker 21.13
23380 - Ground Support Equipment Mechanic 24.75
23381 - Ground Support Equipment Servicer 21.09
23382 - Ground Support Equipment Worker 22.28
23391 - Gunsmith I 19.89
23392 - Gunsmith II 22.28
23393 - Gunsmith III 24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.09
23430 - Heavy Equipment Mechanic 25.16
23440 - Heavy Equipment Operator 23.24
23460 - Instrument Mechanic 24.75
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 15.52
23510 - Locksmith 26.46
23530 - Machinery Maintenance Mechanic 26.85
23550 - Machinist Maintenance 24.61
23580 - Maintenance Trades Helper 16.55
23591 - Metrology Technician I 24.75
23592 - Metrology Technician II 25.96
23593 - Metrology Technician III 27.13
23640 - Millwright 27.29

23710 - Office Appliance Repairer	23.11
23760 - Painter Maintenance	21.09
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	27.09
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	24.75
23870 - Scale Mechanic	22.28
23890 - Sheet-Metal Worker Maintenance	22.47
23910 - Small Engine Mechanic	21.39
23931 - Telecommunications Mechanic I	27.67
23932 - Telecommunications Mechanic II	29.03
23950 - Telephone Lineman	28.38
23960 - Welder Combination Maintenance	23.49
23965 - Well Driller	24.75
23970 - Woodcraft Worker	24.75
23980 - Woodworker	19.89
24000 - Personal Needs Occupations	
24550 - Case Manager	17.91
24570 - Child Care Attendant	13.71
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	13.30
24620 - Family Readiness And Support Services Coordinator	17.91
24630 - Homemaker	17.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.73
25040 - Sewage Plant Operator	25.95
25070 - Stationary Engineer	26.73
25190 - Ventilation Equipment Tender	20.20
25210 - Water Treatment Plant Operator	25.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.44
27007 - Baggage Inspector	14.96
27008 - Corrections Officer	21.65
27010 - Court Security Officer	20.53
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	21.65
27070 - Firefighter	19.71
27101 - Guard I	14.96
27102 - Guard II	18.98
27131 - Police Officer I	26.96
27132 - Police Officer II	29.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.62
28042 - Carnival Equipment Repairer	16.61
28043 - Carnival Worker	12.80
28210 - Gate Attendant/Gate Tender	17.16
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	19.19
28510 - Recreation Aide/Health Facility Attendant	14.00

28515 - Recreation Specialist		23.77
28630 - Sports Official		15.28
28690 - Swimming Pool Operator		18.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.30
29020 - Hatch Tender		25.30
29030 - Line Handler		25.30
29041 - Stevedore I		23.95
29042 - Stevedore II		26.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		23.61
30221 - Latent Fingerprint Technician I		30.62
30222 - Latent Fingerprint Technician II		33.83
30240 - Mathematical Technician		27.65
30361 - Paralegal/Legal Assistant I		21.32
30362 - Paralegal/Legal Assistant II		26.41
30363 - Paralegal/Legal Assistant III		32.30
30364 - Paralegal/Legal Assistant IV		39.08
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		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51

30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		30.62
30502 - Weather Forecaster II		37.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.88
30621 - Weather Observer Senior	(see 2)	27.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		17.07
31030 - Bus Driver		21.90
31043 - Driver Courier		15.86
31260 - Parking and Lot Attendant		14.96
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		16.45
31361 - Truckdriver Light		16.87
31362 - Truckdriver Medium		17.89
31363 - Truckdriver Heavy		22.23
31364 - Truckdriver Tractor-Trailer		22.23
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.13
99050 - Desk Clerk		14.16
99095 - Embalmer		34.47
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		16.26
99252 - Laboratory Animal Caretaker II		17.29
99260 - Marketing Analyst		32.28
99310 - Mortician		34.47
99410 - Pest Controller		22.17
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		17.35
99711 - Recycling Specialist		19.73
99730 - Refuse Collector		16.17
99810 - Sales Clerk		13.23
99820 - School Crossing Guard		12.62
99830 - Survey Party Chief		27.85
99831 - Surveying Aide		18.97
99832 - Surveying Technician		25.31
99840 - Vending Machine Attendant		20.06
99841 - Vending Machine Repairer		24.44
99842 - Vending Machine Repairer Helper		20.08

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4006
Revision No.: 14
Date Of Last Revision: 04/23/2020

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

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

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 Chebeaque 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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.51
01012 - Accounting Clerk II	17.42
01013 - Accounting Clerk III	19.49
01020 - Administrative Assistant	27.35
01035 - Court Reporter	19.46
01041 - Customer Service Representative I	14.71
01042 - Customer Service Representative II	16.53
01043 - Customer Service Representative III	18.04
01051 - Data Entry Operator I	15.46
01052 - Data Entry Operator II	16.87
01060 - Dispatcher Motor Vehicle	19.43
01070 - Document Preparation Clerk	15.48
01090 - Duplicating Machine Operator	15.48
01111 - General Clerk I	14.50
01112 - General Clerk II	15.83
01113 - General Clerk III	17.77
01120 - Housing Referral Assistant	21.70
01141 - Messenger Courier	15.38
01191 - Order Clerk I	14.20
01192 - Order Clerk II	15.86
01261 - Personnel Assistant (Employment) I	17.92
01262 - Personnel Assistant (Employment) II	20.05
01263 - Personnel Assistant (Employment) III	22.35
01270 - Production Control Clerk	24.07
01290 - Rental Clerk	13.71
01300 - Scheduler Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.46
01313 - Secretary III	21.70
01320 - Service Order Dispatcher	17.17
01410 - Supply Technician	27.35
01420 - Survey Worker	16.14
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	16.61
01532 - Travel Clerk II	18.27
01533 - Travel Clerk III	20.06
01611 - Word Processor I	15.49
01612 - Word Processor II	17.39
01613 - Word Processor III	19.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.48
05010 - Automotive Electrician	20.47
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	21.51
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	21.51
05220 - Motor Vehicle Mechanic Helper	16.25

05250 - Motor Vehicle Upholstery Worker 18.33
05280 - Motor Vehicle Wrecker 19.36
05310 - Painter Automotive 20.47
05340 - Radiator Repair Specialist 19.36
05370 - Tire Repairer 12.84
05400 - Transmission Repair Specialist 21.51
07000 - Food Preparation And Service Occupations
07010 - Baker 15.48
07041 - Cook I 16.63
07042 - Cook II 18.62
07070 - Dishwasher 11.69
07130 - Food Service Worker 13.01
07210 - Meat Cutter 19.38
07260 - Waiter/Waitress 12.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.73
09040 - Furniture Handler 15.87
09080 - Furniture Refinisher 22.73
09090 - Furniture Refinisher Helper 18.05
09110 - Furniture Repairer Minor 20.35
09130 - Upholsterer 22.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.51
11060 - Elevator Operator 12.50
11090 - Gardener 20.01
11122 - Housekeeping Aide 14.57
11150 - Janitor 14.57
11210 - Laborer Grounds Maintenance 16.54
11240 - Maid or Houseman 13.03
11260 - Pruner 15.42
11270 - Tractor Operator 18.82
11330 - Trail Maintenance Worker 16.54
11360 - Window Cleaner 15.63
12000 - Health Occupations
12010 - Ambulance Driver 17.51
12011 - Breath Alcohol Technician 20.47
12012 - Certified Occupational Therapist Assistant 29.49
12015 - Certified Physical Therapist Assistant 27.53
12020 - Dental Assistant 22.00
12025 - Dental Hygienist 34.94
12030 - EKG Technician 31.31
12035 - Electroneurodiagnostic Technologist 31.31
12040 - Emergency Medical Technician 17.51
12071 - Licensed Practical Nurse I 19.49
12072 - Licensed Practical Nurse II 21.81
12073 - Licensed Practical Nurse III 24.31
12100 - Medical Assistant 19.39
12130 - Medical Laboratory Technician 24.73
12160 - Medical Record Clerk 17.25
12190 - Medical Record Technician 21.24

12195 - Medical Transcriptionist		19.49
12210 - Nuclear Medicine Technologist		47.91
12221 - Nursing Assistant I		12.47
12222 - Nursing Assistant II		14.03
12223 - Nursing Assistant III		15.31
12224 - Nursing Assistant IV		17.18
12235 - Optical Dispenser		20.59
12236 - Optical Technician		19.49
12250 - Pharmacy Technician		15.71
12280 - Phlebotomist		15.92
12305 - Radiologic Technologist		29.10
12311 - Registered Nurse I		27.72
12312 - Registered Nurse II		33.90
12313 - Registered Nurse II Specialist		33.90
12314 - Registered Nurse III		41.01
12315 - Registered Nurse III Anesthetist		41.01
12316 - Registered Nurse IV		49.15
12317 - Scheduler (Drug and Alcohol Testing)		27.01
12320 - Substance Abuse Treatment Counselor		26.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.54
13012 - Exhibits Specialist II		24.20
13013 - Exhibits Specialist III		29.61
13041 - Illustrator I		19.54
13042 - Illustrator II		24.20
13043 - Illustrator III		29.61
13047 - Librarian		26.80
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		24.20
13058 - Library Technician		18.33
13061 - Media Specialist I		17.46
13062 - Media Specialist II		19.54
13063 - Media Specialist III		21.78
13071 - Photographer I		18.37
13072 - Photographer II		20.56
13073 - Photographer III		25.47
13074 - Photographer IV		31.15
13075 - Photographer V		37.69
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		18.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.30
14042 - Computer Operator II		19.36
14043 - Computer Operator III		21.58
14044 - Computer Operator IV		23.98
14045 - Computer Operator V		26.55
14071 - Computer Programmer I	(see 1)	22.14
14072 - Computer Programmer II	(see 1)	27.42
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.30
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		30.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.56
15020 - Aircrew Training Devices Instructor (Rated)		37.05
15030 - Air Crew Training Devices Instructor (Pilot)		44.32
15050 - Computer Based Training Specialist / Instructor		30.56
15060 - Educational Technologist		31.85
15070 - Flight Instructor (Pilot)		44.32
15080 - Graphic Artist		24.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.32
15086 - Maintenance Test Pilot Rotary Wing		44.32
15088 - Non-Maintenance Test/Co-Pilot		44.32
15090 - Technical Instructor		22.39
15095 - Technical Instructor/Course Developer		27.38
15110 - Test Proctor		18.07
15120 - Tutor		18.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.02
16070 - Finisher Flatwork Machine		13.13
16090 - Presser Hand		13.13
16110 - Presser Machine Drycleaning		13.13
16130 - Presser Machine Shirts		13.13
16160 - Presser Machine Wearing Apparel Laundry		13.13
16190 - Sewing Machine Operator		15.65
16220 - Tailor		16.28
16250 - Washer Machine		13.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.55
19040 - Tool And Die Maker		28.14
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.07
21030 - Material Coordinator		24.07
21040 - Material Expediter		24.07
21050 - Material Handling Laborer		14.49
21071 - Order Filler		14.88
21080 - Production Line Worker (Food Processing)		19.07
21110 - Shipping Packer		16.30
21130 - Shipping/Receiving Clerk		16.30
21140 - Store Worker I		15.68
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.07
21410 - Warehouse Specialist		19.07

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	25.96
23019 - Aircraft Logs and Records Technician	21.09
23021 - Aircraft Mechanic I	24.75
23022 - Aircraft Mechanic II	25.96
23023 - Aircraft Mechanic III	27.13
23040 - Aircraft Mechanic Helper	18.70
23050 - Aircraft Painter	23.55
23060 - Aircraft Servicer	21.09
23070 - Aircraft Survival Flight Equipment Technician	23.55
23080 - Aircraft Worker	22.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.75
23110 - Appliance Mechanic	20.62
23120 - Bicycle Repairer	19.89
23125 - Cable Splicer	29.97
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	22.28
23160 - Electrician Maintenance	26.66
23181 - Electronics Technician Maintenance I	25.29
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	28.10
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	27.10
23310 - Fire Extinguisher Repairer	19.89
23311 - Fuel Distribution System Mechanic	29.66
23312 - Fuel Distribution System Operator	23.83
23370 - General Maintenance Worker	19.84
23380 - Ground Support Equipment Mechanic	24.75
23381 - Ground Support Equipment Servicer	21.09
23382 - Ground Support Equipment Worker	22.28
23391 - Gunsmith I	19.89
23392 - Gunsmith II	22.28
23393 - Gunsmith III	24.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.09
23430 - Heavy Equipment Mechanic	23.03
23440 - Heavy Equipment Operator	22.83
23460 - Instrument Mechanic	24.75
23465 - Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.49
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	26.85
23550 - Machinist Maintenance	22.40
23580 - Maintenance Trades Helper	15.41
23591 - Metrology Technician I	24.75

23592 - Metrology Technician II 25.96
23593 - Metrology Technician III 27.13
23640 - Millwright 26.09
23710 - Office Appliance Repairer 23.11
23760 - Painter Maintenance 19.17
23790 - Pipefitter Maintenance 26.27
23810 - Plumber Maintenance 24.99
23820 - Pneudraulic Systems Mechanic 24.75
23850 - Rigger 24.75
23870 - Scale Mechanic 22.28
23890 - Sheet-Metal Worker Maintenance 20.43
23910 - Small Engine Mechanic 19.45
23931 - Telecommunications Mechanic I 25.49
23932 - Telecommunications Mechanic II 26.73
23950 - Telephone Lineman 28.38
23960 - Welder Combination Maintenance 23.13
23965 - Well Driller 24.75
23970 - Woodcraft Worker 24.75
23980 - Woodworker 19.89
24000 - Personal Needs Occupations
24550 - Case Manager 17.22
24570 - Child Care Attendant 12.46
24580 - Child Care Center Clerk 15.54
24610 - Chore Aide 12.09
24620 - Family Readiness And Support Services Coordinator 17.22
24630 - Homemaker 17.22
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.61
25040 - Sewage Plant Operator 24.86
25070 - Stationary Engineer 25.61
25190 - Ventilation Equipment Tender 19.35
25210 - Water Treatment Plant Operator 24.86
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.41
27007 - Baggage Inspector 14.96
27008 - Corrections Officer 20.74
27010 - Court Security Officer 20.42
27030 - Detection Dog Handler 18.98
27040 - Detention Officer 20.74
27070 - Firefighter 19.71
27101 - Guard I 14.96
27102 - Guard II 18.98
27131 - Police Officer I 26.02
27132 - Police Officer II 28.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.51
28042 - Carnival Equipment Repairer 15.43
28043 - Carnival Worker 11.89
28210 - Gate Attendant/Gate Tender 17.13

28310 - Lifeguard 11.70
28350 - Park Attendant (Aide) 19.16
28510 - Recreation Aide/Health Facility Attendant 13.98
28515 - Recreation Specialist 23.74
28630 - Sports Official 15.26
28690 - Swimming Pool Operator 18.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.30
29020 - Hatch Tender 25.30
29030 - Line Handler 25.30
29041 - Stevedore I 23.95
29042 - Stevedore II 26.74
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 30.26
30051 - Cryogenic Technician I 27.84
30052 - Cryogenic Technician II 30.75
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 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 25.14
30095 - Evidence Control Specialist 25.14
30210 - Laboratory Technician 21.46
30221 - Latent Fingerprint Technician I 27.84
30222 - Latent Fingerprint Technician II 30.75
30240 - Mathematical Technician 25.14
30361 - Paralegal/Legal Assistant I 21.32
30362 - Paralegal/Legal Assistant II 26.41
30363 - Paralegal/Legal Assistant III 32.30
30364 - Paralegal/Legal Assistant IV 39.08
30375 - Petroleum Supply Specialist 30.75
30390 - Photo-Optics Technician 25.14
30395 - Radiation Control Technician 30.75
30461 - Technical Writer I 25.64
30462 - Technical Writer II 31.36
30463 - Technical Writer III 37.94
30491 - Unexploded Ordnance (UXO) Technician I 28.23

30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		27.84
30502 - Weather Forecaster II		33.85
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.62
30621 - Weather Observer Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.52
31030 - Bus Driver		19.91
31043 - Driver Courier		14.42
31260 - Parking and Lot Attendant		14.96
31290 - Shuttle Bus Driver		15.34
31310 - Taxi Driver		15.41
31361 - Truckdriver Light		15.34
31362 - Truckdriver Medium		16.26
31363 - Truckdriver Heavy		21.03
31364 - Truckdriver Tractor-Trailer		21.03
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		11.94
99050 - Desk Clerk		13.23
99095 - Embalmer		34.20
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		14.78
99252 - Laboratory Animal Caretaker II		15.72
99260 - Marketing Analyst		32.28
99310 - Mortician		34.20
99410 - Pest Controller		22.17
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		15.77
99711 - Recycling Specialist		17.94
99730 - Refuse Collector		14.70
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		12.04
99830 - Survey Party Chief		25.68
99831 - Surveying Aide		17.49
99832 - Surveying Technician		23.34
99840 - Vending Machine Attendant		18.24
99841 - Vending Machine Repairer		24.19
99842 - Vending Machine Repairer Helper		18.25

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-4007 Revision No.: 15 Date Of Last Revision: 04/22/2021

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

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 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

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.58
01012 - Accounting Clerk II		16.36
01013 - Accounting Clerk III		18.31
01020 - Administrative Assistant		23.33
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		14.56

01043 - Customer Service Representative III 16.36
01051 - Data Entry Operator I 13.57
01052 - Data Entry Operator II 14.80
01060 - Dispatcher Motor Vehicle 19.03
01070 - Document Preparation Clerk 14.66
01090 - Duplicating Machine Operator 14.66
01111 - General Clerk I 12.82
01112 - General Clerk II 13.99
01113 - General Clerk III 15.71
01120 - Housing Referral Assistant 20.73
01141 - Messenger Courier 12.47
01191 - Order Clerk I 14.02
01192 - Order Clerk II 15.82
01261 - Personnel Assistant (Employment) I 16.26
01262 - Personnel Assistant (Employment) II 18.19
01263 - Personnel Assistant (Employment) III 20.27
01270 - Production Control Clerk 26.78
01290 - Rental Clerk 16.10
01300 - Scheduler Maintenance 16.63
01311 - Secretary I 16.63
01312 - Secretary II 18.60
01313 - Secretary III 20.73
01320 - Service Order Dispatcher 17.01
01410 - Supply Technician 23.33
01420 - Survey Worker 14.25
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 14.80
01612 - Word Processor II 16.63
01613 - Word Processor III 18.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.19
05010 - Automotive Electrician 16.98
05040 - Automotive Glass Installer 16.24
05070 - Automotive Worker 16.24
05110 - Mobile Equipment Servicer 14.84
05130 - Motor Equipment Metal Mechanic 17.67
05160 - Motor Equipment Metal Worker 16.24
05190 - Motor Vehicle Mechanic 17.67
05220 - Motor Vehicle Mechanic Helper 13.93
05250 - Motor Vehicle Upholstery Worker 15.52
05280 - Motor Vehicle Wrecker 16.24
05310 - Painter Automotive 16.98
05340 - Radiator Repair Specialist 16.24
05370 - Tire Repairer 14.55
05400 - Transmission Repair Specialist 17.67
07000 - Food Preparation And Service Occupations
07010 - Baker 13.90

07041 - Cook I	14.24
07042 - Cook II	15.58
07070 - Dishwasher	12.06
07130 - Food Service Worker	12.70
07210 - Meat Cutter	18.16
07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.76
09040 - Furniture Handler	15.57
09080 - Furniture Refinisher	20.82
09090 - Furniture Refinisher Helper	17.08
09110 - Furniture Repairer Minor	19.03
09130 - Upholsterer	21.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.59
11060 - Elevator Operator	14.17
11090 - Gardener	19.36
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	16.09
11240 - Maid or Houseman	12.49
11260 - Pruner	15.12
11270 - Tractor Operator	18.16
11330 - Trail Maintenance Worker	16.09
11360 - Window Cleaner	15.08
12000 - Health Occupations	
12010 - Ambulance Driver	16.71
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	24.56
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	31.94
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12
12040 - Emergency Medical Technician	16.71
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.88
12073 - Licensed Practical Nurse III	22.16
12100 - Medical Assistant	16.95
12130 - Medical Laboratory Technician	26.66
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	17.46
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.68
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	19.88
12236 - Optical Technician	17.76

12250 - Pharmacy Technician		15.37
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		28.65
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)		24.62
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
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		13.09
13054 - Library Information Technology Systems Administrator		21.08
13058 - Library Technician		15.76
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		17.04
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
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)	23.13
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.84
14160 - Personal Computer Support Technician		26.21
14170 - System Support Specialist		29.03
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated) 30.37
15020 - Aircrew Training Devices Instructor (Rated) 36.75
15030 - Air Crew Training Devices Instructor (Pilot) 44.04
15050 - Computer Based Training Specialist / Instructor 30.37
15060 - Educational Technologist 32.78
15070 - Flight Instructor (Pilot) 44.04
15080 - Graphic Artist 21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.04
15086 - Maintenance Test Pilot Rotary Wing 44.04
15088 - Non-Maintenance Test/Co-Pilot 44.04
15090 - Technical Instructor 23.72
15095 - Technical Instructor/Course Developer 29.02
15110 - Test Proctor 19.15
15120 - Tutor 19.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.29
16030 - Counter Attendant 13.29
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.29
16090 - Presser Hand 13.29
16110 - Presser Machine Drycleaning 13.29
16130 - Presser Machine Shirts 13.29
16160 - Presser Machine Wearing Apparel Laundry 13.29
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.45
16250 - Washer Machine 13.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.41
19040 - Tool And Die Maker 25.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.70
21030 - Material Coordinator 26.78
21040 - Material Expediter 26.78
21050 - Material Handling Laborer 14.10
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 16.70
21110 - Shipping Packer 17.75
21130 - Shipping/Receiving Clerk 17.75
21140 - Store Worker I 15.69
21150 - Stock Clerk 18.93
21210 - Tools And Parts Attendant 16.70
21410 - Warehouse Specialist 16.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.73
23019 - Aircraft Logs and Records Technician 19.31
23021 - Aircraft Mechanic I 21.98
23022 - Aircraft Mechanic II 22.73
23023 - Aircraft Mechanic III 23.46
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 21.12

23060 - Aircraft Servicer 19.31
23070 - Aircraft Survival Flight Equipment Technician 21.12
23080 - Aircraft Worker 20.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.98
23110 - Appliance Mechanic 22.41
23120 - Bicycle Repairer 19.60
23125 - Cable Splicer 31.69
23130 - Carpenter Maintenance 21.14
23140 - Carpet Layer 21.44
23160 - Electrician Maintenance 25.72
23181 - Electronics Technician Maintenance I 25.93
23182 - Electronics Technician Maintenance II 27.10
23183 - Electronics Technician Maintenance III 28.21
23260 - Fabric Worker 20.49
23290 - Fire Alarm System Mechanic 24.18
23310 - Fire Extinguisher Repairer 19.60
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 17.52
23380 - Ground Support Equipment Mechanic 21.98
23381 - Ground Support Equipment Servicer 19.31
23382 - Ground Support Equipment Worker 20.21
23391 - Gunsmith I 19.60
23392 - Gunsmith II 21.44
23393 - Gunsmith III 23.33
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.89
23430 - Heavy Equipment Mechanic 20.59
23440 - Heavy Equipment Operator 17.23
23460 - Instrument Mechanic 23.33
23465 - Laboratory/Shelter Mechanic 22.41
23470 - Laborer 14.10
23510 - Locksmith 22.41
23530 - Machinery Maintenance Mechanic 25.68
23550 - Machinist Maintenance 22.24
23580 - Maintenance Trades Helper 14.01
23591 - Metrology Technician I 23.33
23592 - Metrology Technician II 24.13
23593 - Metrology Technician III 24.91
23640 - Millwright 27.55
23710 - Office Appliance Repairer 21.59
23760 - Painter Maintenance 20.66
23790 - Pipefitter Maintenance 24.49
23810 - Plumber Maintenance 23.53
23820 - Pneudraulic Systems Mechanic 23.33

23850 - Rigger 23.33
23870 - Scale Mechanic 21.44
23890 - Sheet-Metal Worker Maintenance 23.33
23910 - Small Engine Mechanic 19.83
23931 - Telecommunications Mechanic I 33.40
23932 - Telecommunications Mechanic II 36.42
23950 - Telephone Lineman 25.17
23960 - Welder Combination Maintenance 19.11
23965 - Well Driller 23.33
23970 - Woodcraft Worker 23.33
23980 - Woodworker 19.60
24000 - Personal Needs Occupations
24550 - Case Manager 16.49
24570 - Child Care Attendant 15.69
24580 - Child Care Center Clerk 19.27
24610 - Chore Aide 12.63
24620 - Family Readiness And Support Services Coordinator 16.49
24630 - Homemaker 16.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.73
25040 - Sewage Plant Operator 21.73
25070 - Stationary Engineer 26.73
25190 - Ventilation Equipment Tender 21.07
25210 - Water Treatment Plant Operator 21.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.59
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 20.49
27132 - Police Officer II 22.78
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.39
28042 - Carnival Equipment Repairer 16.44
28043 - Carnival Worker 12.84
28210 - Gate Attendant/Gate Tender 17.33
28310 - Lifeguard 15.43
28350 - Park Attendant (Aide) 19.38
28510 - Recreation Aide/Health Facility Attendant 14.14
28515 - Recreation Specialist 24.01
28630 - Sports Official 15.43
28690 - Swimming Pool Operator 18.70
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 17.67
30022 - Archeological Technician II 19.12
30023 - Archeological Technician III 23.68
30030 - Cartographic Technician 23.68
30040 - Civil Engineering Technician 23.68
30051 - Cryogenic Technician I 26.13
30052 - Cryogenic Technician II 28.85
30061 - Drafter/CAD Operator I 17.09
30062 - Drafter/CAD Operator II 19.12
30063 - Drafter/CAD Operator III 21.31
30064 - Drafter/CAD Operator IV 26.23
30081 - Engineering Technician I 15.49
30082 - Engineering Technician II 17.38
30083 - Engineering Technician III 19.45
30084 - Engineering Technician IV 24.10
30085 - Engineering Technician V 29.48
30086 - Engineering Technician VI 35.66
30090 - Environmental Technician 22.89
30095 - Evidence Control Specialist 23.60
30210 - Laboratory Technician 21.23
30221 - Latent Fingerprint Technician I 26.13
30222 - Latent Fingerprint Technician II 28.85
30240 - Mathematical Technician 23.68
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 28.85
30390 - Photo-Optics Technician 22.49
30395 - Radiation Control Technician 28.85
30461 - Technical Writer I 23.68
30462 - Technical Writer II 28.98
30463 - Technical Writer III 35.05
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 26.13
30502 - Weather Forecaster II 31.78
30620 - Weather Observer Combined Upper Air Or (see 2) 21.31
Surface Programs

30621 - Weather Observer Senior	(see 2)	23.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
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		17.94
31364 - Truckdriver Tractor-Trailer		17.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		12.54
99050 - Desk Clerk		12.46
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		20.05
99252 - Laboratory Animal Caretaker II		21.37
99260 - Marketing Analyst		36.01
99310 - Mortician		25.60
99410 - Pest Controller		22.34
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		16.50
99711 - Recycling Specialist		18.63
99730 - Refuse Collector		15.51
99810 - Sales Clerk		14.58
99820 - School Crossing Guard		16.62
99830 - Survey Party Chief		20.46
99831 - Surveying Aide		13.95
99832 - Surveying Technician		18.60
99840 - Vending Machine Attendant		20.05
99841 - Vending Machine Repairer		23.38
99842 - Vending Machine Repairer Helper		20.05

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4008
Revision No.: 14
Date Of Last Revision: 06/10/2020

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

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

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 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

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.58
01012 - Accounting Clerk II		16.36
01013 - Accounting Clerk III		18.31
01020 - Administrative Assistant		23.33

01035 - Court Reporter 18.63
01041 - Customer Service Representative I 12.17
01042 - Customer Service Representative II 13.69
01043 - Customer Service Representative III 14.93
01051 - Data Entry Operator I 13.44
01052 - Data Entry Operator II 14.66
01060 - Dispatcher Motor Vehicle 19.03
01070 - Document Preparation Clerk 14.66
01090 - Duplicating Machine Operator 14.66
01111 - General Clerk I 12.59
01112 - General Clerk II 13.73
01113 - General Clerk III 15.41
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 12.47
01191 - Order Clerk I 14.02
01192 - Order Clerk II 15.82
01261 - Personnel Assistant (Employment) I 15.98
01262 - Personnel Assistant (Employment) II 17.88
01263 - Personnel Assistant (Employment) III 19.93
01270 - Production Control Clerk 25.37
01290 - Rental Clerk 14.64
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.41
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 17.01
01410 - Supply Technician 23.33
01420 - Survey Worker 13.56
01460 - Switchboard Operator/Receptionist 14.24
01531 - Travel Clerk I 15.20
01532 - Travel Clerk II 16.12
01533 - Travel Clerk III 17.08
01611 - Word Processor I 14.66
01612 - Word Processor II 16.45
01613 - Word Processor III 18.41
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 16.40
05010 - Automotive Electrician 16.65
05040 - Automotive Glass Installer 15.93
05070 - Automotive Worker 15.93
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 17.33
05160 - Motor Equipment Metal Worker 15.93
05190 - Motor Vehicle Mechanic 17.33
05220 - Motor Vehicle Mechanic Helper 13.74
05250 - Motor Vehicle Upholstery Worker 15.22
05280 - Motor Vehicle Wrecker 15.93
05310 - Painter Automotive 16.65
05340 - Radiator Repair Specialist 15.93
05370 - Tire Repairer 14.55

05400 - Transmission Repair Specialist	17.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.43
07041 - Cook I	13.28
07042 - Cook II	14.53
07070 - Dishwasher	11.01
07130 - Food Service Worker	11.81
07210 - Meat Cutter	17.13
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.76
09040 - Furniture Handler	15.57
09080 - Furniture Refinisher	20.78
09090 - Furniture Refinisher Helper	17.04
09110 - Furniture Repairer Minor	18.99
09130 - Upholsterer	21.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.42
11060 - Elevator Operator	13.76
11090 - Gardener	17.75
11122 - Housekeeping Aide	13.76
11150 - Janitor	13.76
11210 - Laborer Grounds Maintenance	14.75
11240 - Maid or Houseman	11.80
11260 - Pruner	14.10
11270 - Tractor Operator	16.66
11330 - Trail Maintenance Worker	14.75
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	16.71
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	24.56
12020 - Dental Assistant	21.14
12025 - Dental Hygienist	31.94
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12
12040 - Emergency Medical Technician	16.71
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.88
12073 - Licensed Practical Nurse III	22.16
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	26.66
12160 - Medical Record Clerk	14.01
12190 - Medical Record Technician	17.25
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.68
12221 - Nursing Assistant I	11.05
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56

12224 - Nursing Assistant IV		15.22
12235 - Optical Dispenser		19.88
12236 - Optical Technician		17.76
12250 - Pharmacy Technician		14.82
12280 - Phlebotomist		13.82
12305 - Radiologic Technologist		28.01
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)		24.62
12320 - Substance Abuse Treatment Counselor		21.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.25
13012 - Exhibits Specialist II		20.11
13013 - Exhibits Specialist III		24.96
13041 - Illustrator I		16.25
13042 - Illustrator II		20.11
13043 - Illustrator III		24.62
13047 - Librarian		21.22
13050 - Library Aide/Clerk		11.90
13054 - Library Information Technology Systems Administrator		19.16
13058 - Library Technician		15.76
13061 - Media Specialist I		13.82
13062 - Media Specialist II		15.47
13063 - Media Specialist III		17.24
13071 - Photographer I		14.95
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		15.49
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	21.03
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31

14160 - Personal Computer Support Technician 25.11
14170 - System Support Specialist 26.53
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 28.94
15020 - Aircrew Training Devices Instructor (Rated) 35.02
15030 - Air Crew Training Devices Instructor (Pilot) 41.98
15050 - Computer Based Training Specialist / Instructor 28.94
15060 - Educational Technologist 29.80
15070 - Flight Instructor (Pilot) 41.98
15080 - Graphic Artist 21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.98
15086 - Maintenance Test Pilot Rotary Wing 41.98
15088 - Non-Maintenance Test/Co-Pilot 41.98
15090 - Technical Instructor 21.56
15095 - Technical Instructor/Course Developer 26.38
15110 - Test Proctor 17.41
15120 - Tutor 17.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.12
19040 - Tool And Die Maker 24.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.18
21030 - Material Coordinator 25.37
21040 - Material Expediter 25.37
21050 - Material Handling Laborer 13.46
21071 - Order Filler 12.79
21080 - Production Line Worker (Food Processing) 15.18
21110 - Shipping Packer 16.14
21130 - Shipping/Receiving Clerk 16.14
21140 - Store Worker I 15.25
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 15.18
21410 - Warehouse Specialist 15.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.73
23019 - Aircraft Logs and Records Technician 19.31
23021 - Aircraft Mechanic I 21.98
23022 - Aircraft Mechanic II 22.73

23023 - Aircraft Mechanic III 23.46
23040 - Aircraft Mechanic Helper 17.52
23050 - Aircraft Painter 21.12
23060 - Aircraft Servicer 19.31
23070 - Aircraft Survival Flight Equipment Technician 21.12
23080 - Aircraft Worker 20.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 21.98
23110 - Appliance Mechanic 20.93
23120 - Bicycle Repairer 18.16
23125 - Cable Splicer 28.81
23130 - Carpenter Maintenance 20.76
23140 - Carpet Layer 19.87
23160 - Electrician Maintenance 23.46
23181 - Electronics Technician Maintenance I 25.47
23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 27.71
23260 - Fabric Worker 19.31
23290 - Fire Alarm System Mechanic 21.98
23310 - Fire Extinguisher Repairer 18.46
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 17.49
23380 - Ground Support Equipment Mechanic 21.98
23381 - Ground Support Equipment Servicer 19.31
23382 - Ground Support Equipment Worker 20.21
23391 - Gunsmith I 18.46
23392 - Gunsmith II 20.21
23393 - Gunsmith III 21.98
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.37
23430 - Heavy Equipment Mechanic 20.59
23440 - Heavy Equipment Operator 17.23
23460 - Instrument Mechanic 22.77
23465 - Laboratory/Shelter Mechanic 21.12
23470 - Laborer 13.46
23510 - Locksmith 21.04
23530 - Machinery Maintenance Mechanic 25.68
23550 - Machinist Maintenance 20.83
23580 - Maintenance Trades Helper 14.01
23591 - Metrology Technician I 22.77
23592 - Metrology Technician II 23.61
23593 - Metrology Technician III 24.52
23640 - Millwright 26.71
23710 - Office Appliance Repairer 21.59
23760 - Painter Maintenance 20.66

23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.74
23820 - Pneudraulic Systems Mechanic 21.98
23850 - Rigger 21.98
23870 - Scale Mechanic 20.21
23890 - Sheet-Metal Worker Maintenance 21.62
23910 - Small Engine Mechanic 19.83
23931 - Telecommunications Mechanic I 30.36
23932 - Telecommunications Mechanic II 33.11
23950 - Telephone Lineman 25.17
23960 - Welder Combination Maintenance 19.11
23965 - Well Driller 21.98
23970 - Woodcraft Worker 21.98
23980 - Woodworker 18.16
24000 - Personal Needs Occupations
24550 - Case Manager 16.49
24570 - Child Care Attendant 14.26
24580 - Child Care Center Clerk 17.52
24610 - Chore Aide 11.48
24620 - Family Readiness And Support Services Coordinator 16.49
24630 - Homemaker 16.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.21
25040 - Sewage Plant Operator 21.73
25070 - Stationary Engineer 26.21
25190 - Ventilation Equipment Tender 20.66
25210 - Water Treatment Plant Operator 21.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.24
27007 - Baggage Inspector 14.66
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 14.66
27102 - Guard II 18.98
27131 - Police Officer I 20.49
27132 - Police Officer II 22.78
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.99
28042 - Carnival Equipment Repairer 15.16
28043 - Carnival Worker 11.68
28210 - Gate Attendant/Gate Tender 16.13
28310 - Lifeguard 14.37
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.17
28515 - Recreation Specialist 22.35
28630 - Sports Official 14.37

28690	Swimming Pool Operator	18.70
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	21.74
29020	Hatch Tender	21.74
29030	Line Handler	21.74
29041	Stevedore I	19.36
29042	Stevedore II	22.72
30000	Technical Occupations	
30010	Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011	Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012	Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021	Archeological Technician I	17.67
30022	Archeological Technician II	19.12
30023	Archeological Technician III	23.68
30030	Cartographic Technician	23.68
30040	Civil Engineering Technician	23.68
30051	Cryogenic Technician I	26.13
30052	Cryogenic Technician II	28.85
30061	Drafter/CAD Operator I	17.09
30062	Drafter/CAD Operator II	19.12
30063	Drafter/CAD Operator III	21.31
30064	Drafter/CAD Operator IV	26.23
30081	Engineering Technician I	15.49
30082	Engineering Technician II	17.38
30083	Engineering Technician III	19.45
30084	Engineering Technician IV	24.10
30085	Engineering Technician V	29.48
30086	Engineering Technician VI	35.66
30090	Environmental Technician	22.89
30095	Evidence Control Specialist	23.60
30210	Laboratory Technician	21.23
30221	Latent Fingerprint Technician I	26.13
30222	Latent Fingerprint Technician II	28.85
30240	Mathematical Technician	23.68
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	28.85
30390	Photo-Optics Technician	22.49
30395	Radiation Control Technician	28.85
30461	Technical Writer I	23.68
30462	Technical Writer II	28.98
30463	Technical Writer III	35.05
30491	Unexploded Ordnance (UXO) Technician I	25.35
30492	Unexploded Ordnance (UXO) Technician II	30.67
30493	Unexploded Ordnance (UXO) Technician III	36.76
30494	Unexploded (UXO) Safety Escort	25.35
30495	Unexploded (UXO) Sweep Personnel	25.35
30501	Weather Forecaster I	26.13

30502 - Weather Forecaster II		31.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.31
30621 - Weather Observer Senior	(see 2)	23.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.83
31030 - Bus Driver		16.14
31043 - Driver Courier		14.11
31260 - Parking and Lot Attendant		12.05
31290 - Shuttle Bus Driver		15.04
31310 - Taxi Driver		12.24
31361 - Truckdriver Light		15.04
31362 - Truckdriver Medium		15.73
31363 - Truckdriver Heavy		16.89
31364 - Truckdriver Tractor-Trailer		16.89
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		11.52
99050 - Desk Clerk		11.72
99095 - Embalmer		25.35
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		19.49
99252 - Laboratory Animal Caretaker II		20.77
99260 - Marketing Analyst		36.01
99310 - Mortician		25.35
99410 - Pest Controller		21.72
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		15.00
99711 - Recycling Specialist		16.94
99730 - Refuse Collector		14.10
99810 - Sales Clerk		14.24
99820 - School Crossing Guard		15.11
99830 - Survey Party Chief		20.46
99831 - Surveying Aide		13.95
99832 - Surveying Technician		18.60
99840 - Vending Machine Attendant		18.24
99841 - Vending Machine Repairer		22.73
99842 - Vending Machine Repairer Helper		18.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day

Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

(3) The design documentation testing creation or modification of computer

programs related to machine operating systems; or

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Wage Determination No.: 2015-4009
Revision No.: 15
Date Of Last Revision: 04/22/2021

Daniel W. Simms
Director

Division of
Wage Determinations

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

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 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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.87
01012 - Accounting Clerk II		17.82
01013 - Accounting Clerk III		19.94
01020 - Administrative Assistant		24.17
01035 - Court Reporter		20.50
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.28
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		15.01
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		17.39
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.70
01270 - Production Control Clerk		28.66
01290 - Rental Clerk		13.60
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		14.66

01532 - Travel Clerk II	16.12
01533 - Travel Clerk III	17.71
01611 - Word Processor I	16.32
01612 - Word Processor II	18.33
01613 - Word Processor III	20.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.79
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	13.16
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.66
07041 - Cook I	15.58
07042 - Cook II	17.45
07070 - Dishwasher	12.36
07130 - Food Service Worker	13.37
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	12.17
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
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	13.35
11260 - Pruner	14.67
11270 - Tractor Operator	17.90
11330 - Trail Maintenance Worker	15.73
11360 - Window Cleaner	15.79
12000 - Health Occupations	
12010 - Ambulance Driver	16.87

12011 - Breath Alcohol Technician	20.23
12012 - Certified Occupational Therapist Assistant	26.90
12015 - Certified Physical Therapist Assistant	27.16
12020 - Dental Assistant	21.04
12025 - Dental Hygienist	31.67
12030 - EKG Technician	30.70
12035 - Electroneurodiagnostic Technologist	30.70
12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	18.09
12072 - Licensed Practical Nurse II	20.23
12073 - Licensed Practical Nurse III	22.55
12100 - Medical Assistant	17.82
12130 - Medical Laboratory Technician	26.49
12160 - Medical Record Clerk	17.60
12190 - Medical Record Technician	19.68
12195 - Medical Transcriptionist	18.36
12210 - Nuclear Medicine Technologist	44.46
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	18.09
12250 - Pharmacy Technician	15.00
12280 - Phlebotomist	15.64
12305 - Radiologic Technologist	28.82
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)	25.06
12320 - Substance Abuse Treatment Counselor	25.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.95
13012 - Exhibits Specialist II	22.24
13013 - Exhibits Specialist III	27.21
13041 - Illustrator I	17.95
13042 - Illustrator II	22.24
13043 - Illustrator III	27.21
13047 - Librarian	24.63
13050 - Library Aide/Clerk	13.74
13054 - Library Information Technology Systems Administrator	22.24
13058 - Library Technician	17.27
13061 - Media Specialist I	16.05
13062 - Media Specialist II	17.95
13063 - Media Specialist III	20.01
13071 - Photographer I	15.62

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		17.26
13110 - Video Teleconference Technician		22.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.62
14043 - Computer Operator III		22.99
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.30
14071 - Computer Programmer I	(see 1)	20.58
14072 - Computer Programmer II	(see 1)	25.49
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.76
14160 - Personal Computer Support Technician		27.37
14170 - System Support Specialist		32.23
15000 - Instructional Occupations		
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		31.23
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		22.83
15095 - Technical Instructor/Course Developer		27.92
15110 - Test Proctor		18.43
15120 - Tutor		18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.29
16030 - Counter Attendant		13.29
16040 - Dry Cleaner		15.18
16070 - Finisher Flatwork Machine		13.29
16090 - Presser Hand		13.29
16110 - Presser Machine Drycleaning		13.29
16130 - Presser Machine Shirts		13.29
16160 - Presser Machine Wearing Apparel Laundry		13.29
16190 - Sewing Machine Operator		15.81
16220 - Tailor		16.45
16250 - Washer Machine		13.92
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	27.05
19040 - Tool And Die Maker	32.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	28.66
21040 - Material Expediter	28.66
21050 - Material Handling Laborer	14.09
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	17.97
21130 - Shipping/Receiving Clerk	17.97
21140 - Store Worker I	15.84
21150 - Stock Clerk	19.31
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
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	22.10
23120 - Bicycle Repairer	18.67
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	20.97
23140 - Carpet Layer	20.91
23160 - Electrician Maintenance	28.30
23181 - Electronics Technician Maintenance I	28.45
23182 - Electronics Technician Maintenance II	30.80
23183 - Electronics Technician Maintenance III	32.36
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	22.23
23310 - Fire Extinguisher Repairer	18.99
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
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	18.99
23392 - Gunsmith II	21.19

23393 - Gunsmith III 23.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.65
23430 - Heavy Equipment Mechanic 20.94
23440 - Heavy Equipment Operator 18.46
23460 - Instrument Mechanic 23.48
23465 - Laboratory/Shelter Mechanic 22.35
23470 - Laborer 14.09
23510 - Locksmith 21.99
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 25.79
23580 - Maintenance Trades Helper 15.41
23591 - Metrology Technician I 23.48
23592 - Metrology Technician II 24.57
23593 - Metrology Technician III 25.61
23640 - Millwright 26.40
23710 - Office Appliance Repairer 22.07
23760 - Painter Maintenance 25.74
23790 - Pipefitter Maintenance 28.04
23810 - Plumber Maintenance 26.68
23820 - Pneudraulic Systems Mechanic 23.48
23850 - Rigger 25.83
23870 - Scale Mechanic 21.19
23890 - Sheet-Metal Worker Maintenance 25.50
23910 - Small Engine Mechanic 19.07
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 22.69
23970 - Woodcraft Worker 23.48
23980 - Woodworker 18.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.06
24570 - Child Care Attendant 14.16
24580 - Child Care Center Clerk 17.65
24610 - Chore Aide 13.86
24620 - Family Readiness And Support Services Coordinator 17.06
24630 - Homemaker 17.06
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.86
25040 - Sewage Plant Operator 22.55
25070 - Stationary Engineer 22.86
25190 - Ventilation Equipment Tender 17.48
25210 - Water Treatment Plant Operator 22.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.73

27007 - Baggage Inspector 16.65
27008 - Corrections Officer 20.08
27010 - Court Security Officer 20.42
27030 - Detection Dog Handler 18.98
27040 - Detention Officer 20.08
27070 - Firefighter 19.67
27101 - Guard I 16.65
27102 - Guard II 18.98
27131 - Police Officer I 22.51
27132 - Police Officer II 25.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.86
28042 - Carnival Equipment Repairer 15.81
28043 - Carnival Worker 12.18
28210 - Gate Attendant/Gate Tender 17.81
28310 - Lifeguard 12.41
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 18.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.16
29020 - Hatch Tender 26.16
29030 - Line Handler 26.16
29041 - Stevedore I 24.76
29042 - Stevedore II 27.65
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 19.65
30095 - Evidence Control Specialist 25.91

30210 - Laboratory Technician		21.80
30221 - Latent Fingerprint Technician I		28.69
30222 - Latent Fingerprint Technician II		31.69
30240 - Mathematical Technician		28.27
30361 - Paralegal/Legal Assistant I		22.20
30362 - Paralegal/Legal Assistant II		27.50
30363 - Paralegal/Legal Assistant III		33.64
30364 - Paralegal/Legal Assistant IV		40.71
30375 - Petroleum Supply Specialist		31.69
30390 - Photo-Optics Technician		24.74
30395 - Radiation Control Technician		31.69
30461 - Technical Writer I		28.11
30462 - Technical Writer II		34.39
30463 - Technical Writer III		41.60
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		28.69
30502 - Weather Forecaster II		34.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.31
30621 - Weather Observer Senior	(see 2)	25.91
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		13.29
31030 - Bus Driver		17.05
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		19.61
31364 - Truckdriver Tractor-Trailer		19.61
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		12.37
99050 - Desk Clerk		13.16
99095 - Embalmer		24.92
99130 - Flight Follower		28.51
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		17.79
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		17.87
99711 - Recycling Specialist		20.34

99730 - Refuse Collector	16.66
99810 - Sales Clerk	13.48
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	16.06
99832 - Surveying Technician	21.42
99840 - Vending Machine Attendant	14.07
99841 - Vending Machine Repairer	18.78
99842 - Vending Machine Repairer Helper	14.07

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4010
Revision No.: 14
Date Of Last Revision: 07/31/2020

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

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

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 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

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.87
01012 - Accounting Clerk II		17.82
01013 - Accounting Clerk III		19.94
01020 - Administrative Assistant		24.16
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.40
01043 - Customer Service Representative III		15.71
01051 - Data Entry Operator I		14.86
01052 - Data Entry Operator II		16.21
01060 - Dispatcher Motor Vehicle		19.79
01070 - Document Preparation Clerk		16.20
01090 - Duplicating Machine Operator		16.20
01111 - General Clerk I		14.87
01112 - General Clerk II		16.23
01113 - General Clerk III		18.22
01120 - Housing Referral Assistant		22.37
01141 - Messenger Courier		13.02
01191 - Order Clerk I		15.01
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		17.39
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.70
01270 - Production Control Clerk		27.61
01290 - Rental Clerk		12.36
01300 - Scheduler Maintenance		17.93
01311 - Secretary I		17.93
01312 - Secretary II		20.06
01313 - Secretary III		22.37
01320 - Service Order Dispatcher		17.69
01410 - Supply Technician		24.16

01420 - Survey Worker	14.62
01460 - Switchboard Operator/Receptionist	14.34
01531 - Travel Clerk I	14.12
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	17.08
01611 - Word Processor I	15.97
01612 - Word Processor II	17.93
01613 - Word Processor III	20.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.79
05010 - Automotive Electrician	17.24
05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	16.31
05110 - Mobile Equipment Servicer	14.56
05130 - Motor Equipment Metal Mechanic	18.12
05160 - Motor Equipment Metal Worker	16.31
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	15.44
05280 - Motor Vehicle Wrecker	16.31
05310 - Painter Automotive	17.24
05340 - Radiator Repair Specialist	16.31
05370 - Tire Repairer	11.96
05400 - Transmission Repair Specialist	18.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.66
07041 - Cook I	15.58
07042 - Cook II	17.45
07070 - Dishwasher	11.72
07130 - Food Service Worker	12.16
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	11.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.06
09040 - Furniture Handler	16.25
09080 - Furniture Refinisher	21.36
09090 - Furniture Refinisher Helper	18.18
09110 - Furniture Repairer Minor	19.91
09130 - Upholsterer	21.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.39
11060 - Elevator Operator	14.46
11090 - Gardener	17.09
11122 - Housekeeping Aide	14.46
11150 - Janitor	14.46
11210 - Laborer Grounds Maintenance	15.02
11240 - Maid or Houseman	12.68
11260 - Pruner	14.14
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	15.02

11360 - Window Cleaner	15.51
12000 - Health Occupations	
12010 - Ambulance Driver	16.87
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	26.90
12015 - Certified Physical Therapist Assistant	27.16
12020 - Dental Assistant	20.24
12025 - Dental Hygienist	31.31
12030 - EKG Technician	30.70
12035 - Electroneurodiagnostic Technologist	30.70
12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	17.85
12072 - Licensed Practical Nurse II	19.98
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	17.13
12130 - Medical Laboratory Technician	25.49
12160 - Medical Record Clerk	16.15
12190 - Medical Record Technician	18.07
12195 - Medical Transcriptionist	18.36
12210 - Nuclear Medicine Technologist	41.62
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	18.91
12236 - Optical Technician	17.85
12250 - Pharmacy Technician	14.85
12280 - Phlebotomist	15.49
12305 - Radiologic Technologist	27.86
12311 - Registered Nurse I	26.04
12312 - Registered Nurse II	31.85
12313 - Registered Nurse II Specialist	31.85
12314 - Registered Nurse III	38.53
12315 - Registered Nurse III Anesthetist	38.53
12316 - Registered Nurse IV	46.18
12317 - Scheduler (Drug and Alcohol Testing)	24.75
12320 - Substance Abuse Treatment Counselor	25.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.87
13012 - Exhibits Specialist II	20.90
13013 - Exhibits Specialist III	25.57
13041 - Illustrator I	16.87
13042 - Illustrator II	20.90
13043 - Illustrator III	25.57
13047 - Librarian	23.15
13050 - Library Aide/Clerk	12.49
13054 - Library Information Technology Systems Administrator	20.90
13058 - Library Technician	17.16
13061 - Media Specialist I	15.08

13062 - Media Specialist II		16.87
13063 - Media Specialist III		18.81
13071 - Photographer I		15.36
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		15.69
13110 - Video Teleconference Technician		21.02
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.76
14042 - Computer Operator II		18.75
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		23.23
14045 - Computer Operator V		25.73
14071 - Computer Programmer I	(see 1)	18.71
14072 - Computer Programmer II	(see 1)	23.17
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		32.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.46
15020 - Aircrew Training Devices Instructor (Rated)		34.43
15030 - Air Crew Training Devices Instructor (Pilot)		41.27
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		30.62
15070 - Flight Instructor (Pilot)		41.27
15080 - Graphic Artist		21.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.27
15086 - Maintenance Test Pilot Rotary Wing		41.27
15088 - Non-Maintenance Test/Co-Pilot		41.27
15090 - Technical Instructor		22.83
15095 - Technical Instructor/Course Developer		27.92
15110 - Test Proctor		18.43
15120 - Tutor		18.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.06
16030 - Counter Attendant		13.06
16040 - Dry Cleaner		14.98
16070 - Finisher Flatwork Machine		13.06
16090 - Presser Hand		13.06
16110 - Presser Machine Drycleaning		13.06
16130 - Presser Machine Shirts		13.06
16160 - Presser Machine Wearing Apparel Laundry		13.06
16190 - Sewing Machine Operator		15.62

16220 - Tailor 16.26
16250 - Washer Machine 13.69
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.05
19040 - Tool And Die Maker 32.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.54
21030 - Material Coordinator 27.61
21040 - Material Expediter 27.61
21050 - Material Handling Laborer 12.88
21071 - Order Filler 12.66
21080 - Production Line Worker (Food Processing) 16.54
21110 - Shipping Packer 17.97
21130 - Shipping/Receiving Clerk 17.97
21140 - Store Worker I 15.68
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 16.54
21410 - Warehouse Specialist 16.54
23000 - Mechanics And Maintenance And Repair Occupations
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 20.51
23120 - Bicycle Repairer 17.82
23125 - Cable Splicer 26.47
23130 - Carpenter Maintenance 20.81
23140 - Carpet Layer 20.85
23160 - Electrician Maintenance 27.96
23181 - Electronics Technician Maintenance I 25.86
23182 - Electronics Technician Maintenance II 28.00
23183 - Electronics Technician Maintenance III 29.42
23260 - Fabric Worker 20.08
23290 - Fire Alarm System Mechanic 22.23
23310 - Fire Extinguisher Repairer 18.99
23311 - Fuel Distribution System Mechanic 23.73
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 18.54
23380 - Ground Support Equipment Mechanic 23.48
23381 - Ground Support Equipment Servicer 20.42

23382 - Ground Support Equipment Worker 21.37
23391 - Gunsmith I 18.99
23392 - Gunsmith II 21.19
23393 - Gunsmith III 23.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.02
23430 - Heavy Equipment Mechanic 19.22
23440 - Heavy Equipment Operator 18.46
23460 - Instrument Mechanic 23.48
23465 - Laboratory/Shelter Mechanic 22.35
23470 - Laborer 12.88
23510 - Locksmith 21.99
23530 - Machinery Maintenance Mechanic 26.22
23550 - Machinist Maintenance 25.79
23580 - Maintenance Trades Helper 15.41
23591 - Metrology Technician I 23.48
23592 - Metrology Technician II 24.57
23593 - Metrology Technician III 25.61
23640 - Millwright 25.12
23710 - Office Appliance Repairer 20.80
23760 - Painter Maintenance 25.20
23790 - Pipefitter Maintenance 26.77
23810 - Plumber Maintenance 25.47
23820 - Pneudraulic Systems Mechanic 23.48
23850 - Rigger 23.48
23870 - Scale Mechanic 21.19
23890 - Sheet-Metal Worker Maintenance 25.50
23910 - Small Engine Mechanic 18.80
23931 - Telecommunications Mechanic I 29.98
23932 - Telecommunications Mechanic II 31.44
23950 - Telephone Lineman 29.74
23960 - Welder Combination Maintenance 25.72
23965 - Well Driller 22.69
23970 - Woodcraft Worker 23.48
23980 - Woodworker 18.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.03
24570 - Child Care Attendant 12.91
24580 - Child Care Center Clerk 16.12
24610 - Chore Aide 13.34
24620 - Family Readiness And Support Services Coordinator 17.03
24630 - Homemaker 17.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.86
25040 - Sewage Plant Operator 21.89
25070 - Stationary Engineer 22.86
25190 - Ventilation Equipment Tender 17.48

25210 - Water Treatment Plant Operator	21.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.69
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	19.67
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.67
27070 - Firefighter	19.67
27101 - Guard I	15.60
27102 - Guard II	18.98
27131 - Police Officer I	21.42
27132 - Police Officer II	23.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.51
28042 - Carnival Equipment Repairer	14.37
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	17.81
28310 - Lifeguard	11.61
28350 - Park Attendant (Aide)	19.93
28510 - Recreation Aide/Health Facility Attendant	14.54
28515 - Recreation Specialist	23.43
28630 - Sports Official	15.87
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.84
29020 - Hatch Tender	24.84
29030 - Line Handler	24.84
29041 - Stevedore I	23.52
29042 - Stevedore II	26.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.73
30021 - Archeological Technician I	18.54
30022 - Archeological Technician II	20.75
30023 - Archeological Technician III	25.70
30030 - Cartographic Technician	25.70
30040 - Civil Engineering Technician	26.74
30051 - Cryogenic Technician I	28.46
30052 - Cryogenic Technician II	31.44
30061 - Drafter/CAD Operator I	18.54
30062 - Drafter/CAD Operator II	20.75
30063 - Drafter/CAD Operator III	23.13
30064 - Drafter/CAD Operator IV	28.46
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		17.86
30095 - Evidence Control Specialist		25.70
30210 - Laboratory Technician		21.36
30221 - Latent Fingerprint Technician I		28.46
30222 - Latent Fingerprint Technician II		31.44
30240 - Mathematical Technician		25.70
30361 - Paralegal/Legal Assistant I		21.21
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.14
30364 - Paralegal/Legal Assistant IV		38.88
30375 - Petroleum Supply Specialist		31.44
30390 - Photo-Optics Technician		22.49
30395 - Radiation Control Technician		31.44
30461 - Technical Writer I		25.55
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.82
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		28.46
30502 - Weather Forecaster II		34.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.13
30621 - Weather Observer Senior	(see 2)	25.70
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		13.29
31030 - Bus Driver		17.05
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		13.67
31290 - Shuttle Bus Driver		16.28
31310 - Taxi Driver		13.99
31361 - Truckdriver Light		14.80
31362 - Truckdriver Medium		15.62
31363 - Truckdriver Heavy		18.88
31364 - Truckdriver Tractor-Trailer		18.88
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		11.42
99050 - Desk Clerk		12.72
99095 - Embalmer		24.30
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		14.91
99252 - Laboratory Animal Caretaker II		15.86
99260 - Marketing Analyst		34.14
99310 - Mortician		24.30
99410 - Pest Controller		16.17

99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	17.50
99711 - Recycling Specialist	19.91
99730 - Refuse Collector	16.31
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	15.11
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	16.06
99832 - Surveying Technician	21.42
99840 - Vending Machine Attendant	12.79
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	12.79

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.

22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4011
Revision No.: 15
Date Of Last Revision: 04/07/2021

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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		19.67
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		15.60
01052 - Data Entry Operator II		17.02
01060 - Dispatcher Motor Vehicle		23.52
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		16.27
01112 - General Clerk II		17.75
01113 - General Clerk III		19.94
01120 - Housing Referral Assistant		21.93
01141 - Messenger Courier		14.56

01191 - Order Clerk I	15.90
01192 - Order Clerk II	17.40
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.18
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	16.80
01300 - Scheduler Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	21.93
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	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.66
01612 - Word Processor II	17.58
01613 - Word Processor III	19.67
05000 - Automotive Service Occupations	
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	13.41
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 16.08
11060 - Elevator Operator 16.08
11090 - Gardener 21.26
11122 - Housekeeping Aide 16.39
11150 - Janitor 16.39
11210 - Laborer Grounds Maintenance 17.57
11240 - Maid or Houseman 13.87
11260 - Pruner 16.38
11270 - Tractor Operator 20.00
11330 - Trail Maintenance Worker 17.57
11360 - Window Cleaner 17.58
12000 - Health Occupations
12010 - Ambulance Driver 20.94
12011 - Breath Alcohol Technician 23.23
12012 - Certified Occupational Therapist Assistant 34.69
12015 - Certified Physical Therapist Assistant 30.75
12020 - Dental Assistant 26.29
12025 - Dental Hygienist 38.90
12030 - EKG Technician 31.68
12035 - Electroneurodiagnostic Technologist 31.68
12040 - Emergency Medical Technician 20.94
12071 - Licensed Practical Nurse I 22.61
12072 - Licensed Practical Nurse II 25.29
12073 - Licensed Practical Nurse III 28.19
12100 - Medical Assistant 18.28
12130 - Medical Laboratory Technician 26.53
12160 - Medical Record Clerk 18.67
12190 - Medical Record Technician 21.05
12195 - Medical Transcriptionist 22.61
12210 - Nuclear Medicine Technologist 55.56
12221 - Nursing Assistant I 12.95
12222 - Nursing Assistant II 14.55
12223 - Nursing Assistant III 15.88
12224 - Nursing Assistant IV 17.84
12235 - Optical Dispenser 22.12
12236 - Optical Technician 18.30
12250 - Pharmacy Technician 16.82
12280 - Phlebotomist 18.76
12305 - Radiologic Technologist 32.77
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) 31.33
12320 - Substance Abuse Treatment Counselor 30.22

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.04
13041 - Illustrator I		21.14
13042 - Illustrator II		26.19
13043 - Illustrator III		32.04
13047 - Librarian		28.06
13050 - Library Aide/Clerk		13.66
13054 - Library Information Technology Systems Administrator		25.34
13058 - Library Technician		20.10
13061 - Media Specialist I		18.29
13062 - Media Specialist II		20.45
13063 - Media Specialist III		22.80
13071 - Photographer I		18.29
13072 - Photographer II		21.14
13073 - Photographer III		26.19
13074 - Photographer IV		32.04
13075 - Photographer V		38.76
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		20.51
14044 - Computer Operator IV		22.79
14045 - Computer Operator V		25.24
14071 - Computer Programmer I	(see 1)	22.28
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.45
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		31.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.32
15020 - Aircrew Training Devices Instructor (Rated)		36.69
15030 - Air Crew Training Devices Instructor (Pilot)		43.97
15050 - Computer Based Training Specialist / Instructor		30.32
15060 - Educational Technologist		30.98
15070 - Flight Instructor (Pilot)		43.97
15080 - Graphic Artist		26.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.97
15086 - Maintenance Test Pilot Rotary Wing		43.97
15088 - Non-Maintenance Test/Co-Pilot		43.97
15090 - Technical Instructor		27.47

15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.29
16030 - Counter Attendant 13.29
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.29
16090 - Presser Hand 13.29
16110 - Presser Machine Drycleaning 13.29
16130 - Presser Machine Shirts 13.29
16160 - Presser Machine Wearing Apparel Laundry 13.29
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.45
16250 - Washer Machine 13.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.46
19040 - Tool And Die Maker 31.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.32
21030 - Material Coordinator 32.38
21040 - Material Expediter 32.38
21050 - Material Handling Laborer 14.95
21071 - Order Filler 14.36
21080 - Production Line Worker (Food Processing) 21.32
21110 - Shipping Packer 17.53
21130 - Shipping/Receiving Clerk 17.53
21140 - Store Worker I 15.84
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 21.32
21410 - Warehouse Specialist 21.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.23
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 30.73
23022 - Aircraft Mechanic II 32.23
23023 - Aircraft Mechanic III 33.67
23040 - Aircraft Mechanic Helper 23.21
23050 - Aircraft Painter 29.24
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 29.24
23080 - Aircraft Worker 27.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.73
23110 - Appliance Mechanic 26.46
23120 - Bicycle Repairer 22.16
23125 - Cable Splicer 33.30
23130 - Carpenter Maintenance 24.27

23140 - Carpet Layer 25.03
23160 - Electrician Maintenance 26.97
23181 - Electronics Technician Maintenance I 25.46
23182 - Electronics Technician Maintenance II 26.91
23183 - Electronics Technician Maintenance III 28.28
23260 - Fabric Worker 23.69
23290 - Fire Alarm System Mechanic 27.81
23310 - Fire Extinguisher Repairer 22.35
23311 - Fuel Distribution System Mechanic 27.81
23312 - Fuel Distribution System Operator 22.35
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 30.73
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.66
23391 - Gunsmith I 22.35
23392 - Gunsmith II 25.03
23393 - Gunsmith III 27.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.01
23430 - Heavy Equipment Mechanic 28.40
23440 - Heavy Equipment Operator 22.63
23460 - Instrument Mechanic 27.81
23465 - Laboratory/Shelter Mechanic 26.46
23470 - Laborer 14.95
23510 - Locksmith 26.46
23530 - Machinery Maintenance Mechanic 28.99
23550 - Machinist Maintenance 26.94
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 27.81
23592 - Metrology Technician II 29.17
23593 - Metrology Technician III 30.48
23640 - Millwright 27.81
23710 - Office Appliance Repairer 23.03
23760 - Painter Maintenance 22.97
23790 - Pipefitter Maintenance 26.29
23810 - Plumber Maintenance 25.01
23820 - Pneudraulic Systems Mechanic 27.81
23850 - Rigger 27.81
23870 - Scale Mechanic 25.03
23890 - Sheet-Metal Worker Maintenance 26.54
23910 - Small Engine Mechanic 25.33
23931 - Telecommunications Mechanic I 29.78
23932 - Telecommunications Mechanic II 31.23
23950 - Telephone Lineman 30.46
23960 - Welder Combination Maintenance 26.97
23965 - Well Driller 27.81
23970 - Woodcraft Worker 27.81
23980 - Woodworker 22.35

24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	12.55
24580 - Child Care Center Clerk	15.64
24610 - Chore Aide	14.23
24620 - Family Readiness And Support Services Coordinator	17.40
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant Operator	28.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
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	24.31
27132 - Police Officer II	27.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.90
28042 - Carnival Equipment Repairer	12.66
28043 - Carnival Worker	9.75
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
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.03
29020 - Hatch Tender	25.03
29030 - Line Handler	25.03
29041 - Stevedore I	23.69
29042 - Stevedore II	26.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.06
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 16.21
30082 - Engineering Technician II 18.20
30083 - Engineering Technician III 20.36
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 30.85
30086 - Engineering Technician VI 37.33
30090 - Environmental Technician 26.16
30095 - Evidence Control Specialist 26.54
30210 - Laboratory Technician 23.88
30221 - Latent Fingerprint Technician I 29.39
30222 - Latent Fingerprint Technician II 32.46
30240 - Mathematical Technician 29.19
30361 - Paralegal/Legal Assistant I 22.75
30362 - Paralegal/Legal Assistant II 28.18
30363 - Paralegal/Legal Assistant III 34.47
30364 - Paralegal/Legal Assistant IV 41.72
30375 - Petroleum Supply Specialist 32.46
30390 - Photo-Optics Technician 24.74
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.88
30621 - Weather Observer Senior (see 2) 26.54

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 34.49
31020 - Bus Aide 15.96
31030 - Bus Driver 21.66
31043 - Driver Courier 16.45
31260 - Parking and Lot Attendant 13.60
31290 - Shuttle Bus Driver 16.28
31310 - Taxi Driver 15.09
31361 - Truckdriver Light 17.49
31362 - Truckdriver Medium 18.54

31363 - Truckdriver Heavy	22.89
31364 - Truckdriver Tractor-Trailer	22.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.98
99050 - Desk Clerk	13.85
99095 - Embalmer	28.51
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.25
99252 - Laboratory Animal Caretaker II	19.24
99260 - Marketing Analyst	33.66
99310 - Mortician	28.51
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	19.15
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	25.58
99831 - Surveying Aide	17.44
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer Helper	20.08

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

most Computer System Analysts and Computer Programmers who are compensated at a rate

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4012
Revision No.: 14
Date Of Last Revision: 04/03/2020

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

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.64
01012 - Accounting Clerk II		19.80
01013 - Accounting Clerk III		22.16
01020 - Administrative Assistant		31.13
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.47
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		15.27
01052 - Data Entry Operator II		16.66
01060 - Dispatcher Motor Vehicle		21.39
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		16.27
01112 - General Clerk II		17.75

01113 - General Clerk III 19.93
01120 - Housing Referral Assistant 21.93
01141 - Messenger Courier 14.56
01191 - Order Clerk I 15.90
01192 - Order Clerk II 17.40
01261 - Personnel Assistant (Employment) I 17.20
01262 - Personnel Assistant (Employment) II 19.25
01263 - Personnel Assistant (Employment) III 21.46
01270 - Production Control Clerk 30.66
01290 - Rental Clerk 16.23
01300 - Scheduler Maintenance 17.58
01311 - Secretary I 17.58
01312 - Secretary II 19.67
01313 - Secretary III 21.93
01320 - Service Order Dispatcher 18.86
01410 - Supply Technician 31.13
01420 - Survey Worker 18.61
01460 - Switchboard Operator/Receptionist 16.00
01531 - Travel Clerk I 14.94
01532 - Travel Clerk II 16.42
01533 - Travel Clerk III 18.04
01611 - Word Processor I 15.66
01612 - Word Processor II 17.58
01613 - Word Processor III 19.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.30
05010 - Automotive Electrician 21.99
05040 - Automotive Glass Installer 20.81
05070 - Automotive Worker 20.81
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 23.12
05160 - Motor Equipment Metal Worker 20.81
05190 - Motor Vehicle Mechanic 23.12
05220 - Motor Vehicle Mechanic Helper 17.47
05250 - Motor Vehicle Upholstery Worker 19.70
05280 - Motor Vehicle Wrecker 20.81
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 20.81
05370 - Tire Repairer 12.91
05400 - Transmission Repair Specialist 23.12
07000 - Food Preparation And Service Occupations
07010 - Baker 16.09
07041 - Cook I 17.60
07042 - Cook II 19.71
07070 - Dishwasher 11.99
07130 - Food Service Worker 13.29
07210 - Meat Cutter 21.10
07260 - Waiter/Waitress 11.01
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.60

09040 - Furniture Handler 15.72
09080 - Furniture Refinisher 20.80
09090 - Furniture Refinisher Helper 16.53
09110 - Furniture Repairer Minor 18.10
09130 - Upholsterer 21.26
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.39
11060 - Elevator Operator 15.39
11090 - Gardener 20.64
11122 - Housekeeping Aide 15.92
11150 - Janitor 15.92
11210 - Laborer Grounds Maintenance 17.06
11240 - Maid or Houseman 13.03
11260 - Pruner 15.90
11270 - Tractor Operator 19.41
11330 - Trail Maintenance Worker 17.06
11360 - Window Cleaner 17.08
12000 - Health Occupations
12010 - Ambulance Driver 20.94
12011 - Breath Alcohol Technician 21.12
12012 - Certified Occupational Therapist Assistant 31.54
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 25.31
12025 - Dental Hygienist 38.90
12030 - EKG Technician 31.68
12035 - Electroneurodiagnostic Technologist 31.68
12040 - Emergency Medical Technician 20.94
12071 - Licensed Practical Nurse I 20.55
12072 - Licensed Practical Nurse II 22.99
12073 - Licensed Practical Nurse III 25.63
12100 - Medical Assistant 17.67
12130 - Medical Laboratory Technician 24.12
12160 - Medical Record Clerk 16.97
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 20.55
12210 - Nuclear Medicine Technologist 50.51
12221 - Nursing Assistant I 12.85
12222 - Nursing Assistant II 14.46
12223 - Nursing Assistant III 15.78
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 21.56
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 16.00
12280 - Phlebotomist 17.95
12305 - Radiologic Technologist 29.79
12311 - Registered Nurse I 24.13
12312 - Registered Nurse II 29.51
12313 - Registered Nurse II Specialist 29.51
12314 - Registered Nurse III 35.70
12315 - Registered Nurse III Anesthetist 35.70

12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		28.48
12320 - Substance Abuse Treatment Counselor		27.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.04
13041 - Illustrator I		21.14
13042 - Illustrator II		26.19
13043 - Illustrator III		32.04
13047 - Librarian		27.86
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		25.16
13058 - Library Technician		20.10
13061 - Media Specialist I		18.15
13062 - Media Specialist II		20.32
13063 - Media Specialist III		22.65
13071 - Photographer I		17.74
13072 - Photographer II		21.14
13073 - Photographer III		26.19
13074 - Photographer IV		32.04
13075 - Photographer V		38.76
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	20.25
14072 - Computer Programmer II	(see 1)	25.10
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		31.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		42.55
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		30.98
15070 - Flight Instructor (Pilot)		42.55
15080 - Graphic Artist		26.24
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.55

15086 - Maintenance Test Pilot Rotary Wing 42.55
15088 - Non-Maintenance Test/Co-Pilot 42.55
15090 - Technical Instructor 26.00
15095 - Technical Instructor/Course Developer 31.81
15110 - Test Proctor 21.00
15120 - Tutor 21.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.42
19040 - Tool And Die Maker 29.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.32
21030 - Material Coordinator 30.66
21040 - Material Expediter 30.66
21050 - Material Handling Laborer 14.68
21071 - Order Filler 14.36
21080 - Production Line Worker (Food Processing) 21.32
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 15.68
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 21.32
21410 - Warehouse Specialist 21.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 23.80
23021 - Aircraft Mechanic I 27.94
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 21.10
23050 - Aircraft Painter 26.58
23060 - Aircraft Servicer 23.80
23070 - Aircraft Survival Flight Equipment Technician 26.58
23080 - Aircraft Worker 25.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.94
23110 - Appliance Mechanic 25.32

23120 - Bicycle Repairer	20.15
23125 - Cable Splicer	33.30
23130 - Carpenter Maintenance	23.49
23140 - Carpet Layer	23.58
23160 - Electrician Maintenance	26.09
23181 - Electronics Technician Maintenance I	24.30
23182 - Electronics Technician Maintenance II	25.69
23183 - Electronics Technician Maintenance III	27.01
23260 - Fabric Worker	23.66
23290 - Fire Alarm System Mechanic	27.77
23310 - Fire Extinguisher Repairer	22.32
23311 - Fuel Distribution System Mechanic	27.77
23312 - Fuel Distribution System Operator	22.32
23370 - General Maintenance Worker	21.67
23380 - Ground Support Equipment Mechanic	27.94
23381 - Ground Support Equipment Servicer	23.80
23382 - Ground Support Equipment Worker	25.15
23391 - Gunsmith I	22.32
23392 - Gunsmith II	25.00
23393 - Gunsmith III	27.77
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.81
23430 - Heavy Equipment Mechanic	28.32
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	27.77
23465 - Laboratory/Shelter Mechanic	26.43
23470 - Laborer	14.68
23510 - Locksmith	25.45
23530 - Machinery Maintenance Mechanic	28.49
23550 - Machinist Maintenance	25.59
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	27.77
23592 - Metrology Technician II	29.13
23593 - Metrology Technician III	30.44
23640 - Millwright	27.77
23710 - Office Appliance Repairer	23.03
23760 - Painter Maintenance	21.79
23790 - Pipefitter Maintenance	26.06
23810 - Plumber Maintenance	24.80
23820 - Pneudraulic Systems Mechanic	27.77
23850 - Rigger	27.77
23870 - Scale Mechanic	25.00
23890 - Sheet-Metal Worker Maintenance	26.54
23910 - Small Engine Mechanic	23.03
23931 - Telecommunications Mechanic I	27.07
23932 - Telecommunications Mechanic II	28.39
23950 - Telephone Lineman	30.46
23960 - Welder Combination Maintenance	26.94

23965 - Well Driller	27.56
23970 - Woodcraft Worker	27.77
23980 - Woodworker	21.53
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	11.52
24580 - Child Care Center Clerk	14.37
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	17.40
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant Operator	28.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	16.24
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	16.24
27102 - Guard II	19.36
27131 - Police Officer I	24.14
27132 - Police Officer II	26.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	19.88
28310 - Lifeguard	12.11
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
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.00
29020 - Hatch Tender	25.00
29030 - Line Handler	25.00
29041 - Stevedore I	23.66
29042 - Stevedore II	26.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.73

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		28.72
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		15.51
30082 - Engineering Technician II		17.40
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.51
30086 - Engineering Technician VI		35.70
30090 - Environmental Technician		23.78
30095 - Evidence Control Specialist		26.54
30210 - Laboratory Technician		23.88
30221 - Latent Fingerprint Technician I		29.39
30222 - Latent Fingerprint Technician II		32.46
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		22.13
30362 - Paralegal/Legal Assistant II		27.43
30363 - Paralegal/Legal Assistant III		33.55
30364 - Paralegal/Legal Assistant IV		40.59
30375 - Petroleum Supply Specialist		32.46
30390 - Photo-Optics Technician		22.49
30395 - Radiation Control Technician		32.46
30461 - Technical Writer I		25.87
30462 - Technical Writer II		31.65
30463 - Technical Writer III		38.29
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.88
30621 - Weather Observer Senior	(see 2)	26.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.96
31030 - Bus Driver		20.48
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		13.60
31290 - Shuttle Bus Driver		16.28

31310 - Taxi Driver	14.72
31361 - Truckdriver Light	16.28
31362 - Truckdriver Medium	17.18
31363 - Truckdriver Heavy	21.63
31364 - Truckdriver Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.33
99050 - Desk Clerk	13.57
99095 - Embalmer	28.23
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	18.25
99252 - Laboratory Animal Caretaker II	19.24
99260 - Marketing Analyst	32.31
99310 - Mortician	28.23
99410 - Pest Controller	22.90
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	22.17
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	15.11
99830 - Survey Party Chief	24.08
99831 - Surveying Aide	16.42
99832 - Surveying Technician	21.89
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	24.19
99842 - Vending Machine Repairer Helper	18.25

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

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

following standards as compliance:

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4013
Revision No.: 16
Date Of Last Revision: 04/07/2021

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

State: New Hampshire

This wage determination applies to the following towns and cities in Rockingham county: Epping Exeter Greenland Hampton New Castle Newfields Newington Newmarket North Hampton Portsmouth Rye Stratham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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		19.67
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		15.60
01052 - Data Entry Operator II		17.02
01060 - Dispatcher Motor Vehicle		23.52
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19

01111 - General Clerk I	16.27
01112 - General Clerk II	17.75
01113 - General Clerk III	19.94
01120 - Housing Referral Assistant	21.93
01141 - Messenger Courier	14.56
01191 - Order Clerk I	15.90
01192 - Order Clerk II	17.35
01261 - Personnel Assistant (Employment) I	17.80
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.18
01270 - Production Control Clerk	32.38
01290 - Rental Clerk	17.42
01300 - Scheduler Maintenance	17.58
01311 - Secretary I	17.58
01312 - Secretary II	19.67
01313 - Secretary III	21.93
01320 - Service Order Dispatcher	21.03
01410 - Supply Technician	32.06
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	16.00
01531 - Travel Clerk I	15.20
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.66
01612 - Word Processor II	17.58
01613 - Word Processor III	19.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.87
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	13.41
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.01
07041 - Cook I	18.52
07042 - Cook II	20.74
07070 - Dishwasher	12.35
07130 - Food Service Worker	13.88
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	12.05

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.87
09040 - Furniture Handler	15.97
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	18.16
09110 - Furniture Repairer Minor	20.48
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.08
11060 - Elevator Operator	16.08
11090 - Gardener	21.26
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.87
11260 - Pruner	16.38
11270 - Tractor Operator	20.00
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	21.26
12011 - Breath Alcohol Technician	23.39
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	30.75
12020 - Dental Assistant	26.29
12025 - Dental Hygienist	38.90
12030 - EKG Technician	31.68
12035 - Electroneurodiagnostic Technologist	31.68
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.29
12073 - Licensed Practical Nurse III	28.19
12100 - Medical Assistant	18.28
12130 - Medical Laboratory Technician	27.83
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	21.05
12195 - Medical Transcriptionist	22.61
12210 - Nuclear Medicine Technologist	55.56
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.55
12223 - Nursing Assistant III	15.88
12224 - Nursing Assistant IV	17.84
12235 - Optical Dispenser	22.12
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	18.76
12305 - Radiologic Technologist	32.77
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)		31.33
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.04
13041 - Illustrator I		21.14
13042 - Illustrator II		26.19
13043 - Illustrator III		32.04
13047 - Librarian		29.00
13050 - Library Aide/Clerk		13.66
13054 - Library Information Technology Systems Administrator		26.19
13058 - Library Technician		20.10
13061 - Media Specialist I		18.89
13062 - Media Specialist II		21.14
13063 - Media Specialist III		23.57
13071 - Photographer I		18.29
13072 - Photographer II		20.45
13073 - Photographer III		25.34
13074 - Photographer IV		30.99
13075 - Photographer V		37.51
13090 - Technical Order Library Clerk		17.16
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		31.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		32.26
15070 - Flight Instructor (Pilot)		45.94

15080 - Graphic Artist 26.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.94
15086 - Maintenance Test Pilot Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94
15090 - Technical Instructor 27.47
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.29
16030 - Counter Attendant 13.29
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.29
16090 - Presser Hand 13.29
16110 - Presser Machine Drycleaning 13.29
16130 - Presser Machine Shirts 13.29
16160 - Presser Machine Wearing Apparel Laundry 13.29
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.45
16250 - Washer Machine 13.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.46
19040 - Tool And Die Maker 31.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.32
21030 - Material Coordinator 32.38
21040 - Material Expediter 32.38
21050 - Material Handling Laborer 14.95
21071 - Order Filler 14.44
21080 - Production Line Worker (Food Processing) 21.32
21110 - Shipping Packer 17.53
21130 - Shipping/Receiving Clerk 17.53
21140 - Store Worker I 15.84
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 21.32
21410 - Warehouse Specialist 21.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.19
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 31.66
23022 - Aircraft Mechanic II 33.19
23023 - Aircraft Mechanic III 34.69
23040 - Aircraft Mechanic Helper 23.21
23050 - Aircraft Painter 29.24
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 29.24
23080 - Aircraft Worker 27.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.66

II
23110 - Appliance Mechanic 26.46
23120 - Bicycle Repairer 21.73
23125 - Cable Splicer 37.35
23130 - Carpenter Maintenance 24.27
23140 - Carpet Layer 25.03
23160 - Electrician Maintenance 26.97
23181 - Electronics Technician Maintenance I 25.46
23182 - Electronics Technician Maintenance II 26.91
23183 - Electronics Technician Maintenance III 28.28
23260 - Fabric Worker 23.69
23290 - Fire Alarm System Mechanic 27.81
23310 - Fire Extinguisher Repairer 22.35
23311 - Fuel Distribution System Mechanic 27.81
23312 - Fuel Distribution System Operator 22.35
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 31.66
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.66
23391 - Gunsmith I 22.35
23392 - Gunsmith II 25.03
23393 - Gunsmith III 27.81
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.01
23430 - Heavy Equipment Mechanic 28.40
23440 - Heavy Equipment Operator 22.63
23460 - Instrument Mechanic 27.81
23465 - Laboratory/Shelter Mechanic 26.46
23470 - Laborer 14.95
23510 - Locksmith 26.46
23530 - Machinery Maintenance Mechanic 28.99
23550 - Machinist Maintenance 26.94
23580 - Maintenance Trades Helper 16.68
23591 - Metrology Technician I 27.81
23592 - Metrology Technician II 29.17
23593 - Metrology Technician III 30.48
23640 - Millwright 27.81
23710 - Office Appliance Repairer 23.03
23760 - Painter Maintenance 22.97
23790 - Pipefitter Maintenance 26.29
23810 - Plumber Maintenance 25.01
23820 - Pneudraulic Systems Mechanic 27.81
23850 - Rigger 27.81
23870 - Scale Mechanic 25.03
23890 - Sheet-Metal Worker Maintenance 26.54
23910 - Small Engine Mechanic 25.33
23931 - Telecommunications Mechanic I 29.85
23932 - Telecommunications Mechanic II 32.79

23950 - Telephone Lineman 31.14
23960 - Welder Combination Maintenance 27.68
23965 - Well Driller 27.81
23970 - Woodcraft Worker 27.81
23980 - Woodworker 22.35
24000 - Personal Needs Occupations
24550 - Case Manager 17.40
24570 - Child Care Attendant 12.55
24580 - Child Care Center Clerk 15.64
24610 - Chore Aide 14.23
24620 - Family Readiness And Support Services Coordinator 17.40
24630 - Homemaker 17.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.77
25040 - Sewage Plant Operator 28.17
25070 - Stationary Engineer 27.77
25190 - Ventilation Equipment Tender 20.98
25210 - Water Treatment Plant Operator 28.17
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.30
27007 - Baggage Inspector 17.30
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 17.30
27102 - Guard II 19.36
27131 - Police Officer I 24.31
27132 - Police Officer II 27.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.90
28042 - Carnival Equipment Repairer 12.66
28043 - Carnival Worker 9.75
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 23.61
28630 - Sports Official 17.71
28690 - Swimming Pool Operator 17.64
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.03
29020 - Hatch Tender 25.03
29030 - Line Handler 25.03
29041 - Stevedore I 23.69
29042 - Stevedore II 26.46
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 16.21
30082 - Engineering Technician II 18.20
30083 - Engineering Technician III 21.45
30084 - Engineering Technician IV 25.22
30085 - Engineering Technician V 30.85
30086 - Engineering Technician VI 37.33
30090 - Environmental Technician 26.29
30095 - Evidence Control Specialist 26.54
30210 - Laboratory Technician 23.88
30221 - Latent Fingerprint Technician I 29.39
30222 - Latent Fingerprint Technician II 32.46
30240 - Mathematical Technician 29.19
30361 - Paralegal/Legal Assistant I 22.75
30362 - Paralegal/Legal Assistant II 28.18
30363 - Paralegal/Legal Assistant III 34.47
30364 - Paralegal/Legal Assistant IV 41.72
30375 - Petroleum Supply Specialist 32.46
30390 - Photo-Optics Technician 26.29
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.88
30621 - Weather Observer Senior (see 2) 26.54
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 15.96
31030 - Bus Driver 21.66
31043 - Driver Courier 16.45

31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	15.09
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.54
31363 - Truckdriver Heavy	22.89
31364 - Truckdriver Tractor-Trailer	22.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.98
99050 - Desk Clerk	13.85
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	33.66
99310 - Mortician	28.59
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	19.15
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	16.81
99830 - Survey Party Chief	25.57
99831 - Surveying Aide	15.56
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer Helper	20.52

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

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4014
Revision No.: 15
Date Of Last Revision: 04/03/2020

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

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

State: New Hampshire

This wage determination applies to the following towns and cities in Rockingham county: Epping Exeter Greenland Hampton New Castle Newfields Newington Newmarket North Hampton Portsmouth Rye Stratham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.64
01012 - Accounting Clerk II		19.80
01013 - Accounting Clerk III		22.16
01020 - Administrative Assistant		31.77
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.47
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		15.27
01052 - Data Entry Operator II		16.66

01060 - Dispatcher Motor Vehicle 21.39
01070 - Document Preparation Clerk 16.19
01090 - Duplicating Machine Operator 16.19
01111 - General Clerk I 16.27
01112 - General Clerk II 17.75
01113 - General Clerk III 19.93
01120 - Housing Referral Assistant 21.93
01141 - Messenger Courier 14.56
01191 - Order Clerk I 15.90
01192 - Order Clerk II 17.35
01261 - Personnel Assistant (Employment) I 17.20
01262 - Personnel Assistant (Employment) II 19.25
01263 - Personnel Assistant (Employment) III 21.46
01270 - Production Control Clerk 30.66
01290 - Rental Clerk 17.42
01300 - Scheduler Maintenance 17.58
01311 - Secretary I 17.58
01312 - Secretary II 19.67
01313 - Secretary III 21.93
01320 - Service Order Dispatcher 19.12
01410 - Supply Technician 31.77
01420 - Survey Worker 18.61
01460 - Switchboard Operator/Receptionist 16.00
01531 - Travel Clerk I 14.95
01532 - Travel Clerk II 16.42
01533 - Travel Clerk III 18.04
01611 - Word Processor I 15.66
01612 - Word Processor II 17.58
01613 - Word Processor III 19.67
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.87
05010 - Automotive Electrician 21.99
05040 - Automotive Glass Installer 20.81
05070 - Automotive Worker 20.81
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 23.12
05160 - Motor Equipment Metal Worker 20.81
05190 - Motor Vehicle Mechanic 23.12
05220 - Motor Vehicle Mechanic Helper 17.47
05250 - Motor Vehicle Upholstery Worker 19.70
05280 - Motor Vehicle Wrecker 20.81
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 20.81
05370 - Tire Repairer 13.35
05400 - Transmission Repair Specialist 23.12
07000 - Food Preparation And Service Occupations
07010 - Baker 16.09
07041 - Cook I 17.60
07042 - Cook II 19.71
07070 - Dishwasher 11.99

07130 - Food Service Worker	13.29
07210 - Meat Cutter	21.10
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.79
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.80
09090 - Furniture Refinisher Helper	16.51
09110 - Furniture Repairer Minor	18.62
09130 - Upholsterer	20.80
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.39
11060 - Elevator Operator	15.39
11090 - Gardener	20.64
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer Grounds Maintenance	17.06
11240 - Maid or Houseman	13.03
11260 - Pruner	15.90
11270 - Tractor Operator	19.41
11330 - Trail Maintenance Worker	17.06
11360 - Window Cleaner	17.08
12000 - Health Occupations	
12010 - Ambulance Driver	21.26
12011 - Breath Alcohol Technician	21.26
12012 - Certified Occupational Therapist Assistant	31.54
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	38.90
12030 - EKG Technician	31.68
12035 - Electroneurodiagnostic Technologist	31.68
12040 - Emergency Medical Technician	21.26
12071 - Licensed Practical Nurse I	20.55
12072 - Licensed Practical Nurse II	22.99
12073 - Licensed Practical Nurse III	25.63
12100 - Medical Assistant	17.67
12130 - Medical Laboratory Technician	25.30
12160 - Medical Record Clerk	16.97
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	50.51
12221 - Nursing Assistant I	12.85
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	21.56
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	16.00
12280 - Phlebotomist	17.95
12305 - Radiologic Technologist	29.79

12311 - Registered Nurse I		24.13
12312 - Registered Nurse II		29.51
12313 - Registered Nurse II Specialist		29.51
12314 - Registered Nurse III		35.70
12315 - Registered Nurse III Anesthetist		35.70
12316 - Registered Nurse IV		42.79
12317 - Scheduler (Drug and Alcohol Testing)		28.48
12320 - Substance Abuse Treatment Counselor		27.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.04
13041 - Illustrator I		21.14
13042 - Illustrator II		26.19
13043 - Illustrator III		32.04
13047 - Librarian		29.00
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		26.19
13058 - Library Technician		20.10
13061 - Media Specialist I		18.89
13062 - Media Specialist II		21.14
13063 - Media Specialist III		23.57
13071 - Photographer I		17.74
13072 - Photographer II		19.85
13073 - Photographer III		24.58
13074 - Photographer IV		30.07
13075 - Photographer V		36.38
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	21.18
14072 - Computer Programmer II	(see 1)	26.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		31.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94

15050 - Computer Based Training Specialist / Instructor 31.98
15060 - Educational Technologist 32.26
15070 - Flight Instructor (Pilot) 45.94
15080 - Graphic Artist 26.24
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.94
15086 - Maintenance Test Pilot Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94
15090 - Technical Instructor 26.42
15095 - Technical Instructor/Course Developer 32.31
15110 - Test Proctor 21.32
15120 - Tutor 21.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.42
19040 - Tool And Die Maker 29.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.32
21030 - Material Coordinator 30.66
21040 - Material Expediter 30.66
21050 - Material Handling Laborer 14.68
21071 - Order Filler 14.44
21080 - Production Line Worker (Food Processing) 21.32
21110 - Shipping Packer 17.42
21130 - Shipping/Receiving Clerk 17.42
21140 - Store Worker I 15.68
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 21.32
21410 - Warehouse Specialist 21.32
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.17
23019 - Aircraft Logs and Records Technician 23.80
23021 - Aircraft Mechanic I 28.78
23022 - Aircraft Mechanic II 30.17
23023 - Aircraft Mechanic III 31.54
23040 - Aircraft Mechanic Helper 21.10
23050 - Aircraft Painter 26.58
23060 - Aircraft Servicer 23.80
23070 - Aircraft Survival Flight Equipment Technician 26.58
23080 - Aircraft Worker 25.15

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.78
23110 - Appliance Mechanic 26.43
23120 - Bicycle Repairer 19.75
23125 - Cable Splicer 37.35
23130 - Carpenter Maintenance 23.54
23140 - Carpet Layer 25.00
23160 - Electrician Maintenance 26.09
23181 - Electronics Technician Maintenance I 24.30
23182 - Electronics Technician Maintenance II 25.69
23183 - Electronics Technician Maintenance III 27.01
23260 - Fabric Worker 23.66
23290 - Fire Alarm System Mechanic 27.77
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 26.20
23312 - Fuel Distribution System Operator 21.06
23370 - General Maintenance Worker 21.67
23380 - Ground Support Equipment Mechanic 28.78
23381 - Ground Support Equipment Servicer 23.80
23382 - Ground Support Equipment Worker 25.15
23391 - Gunsmith I 22.32
23392 - Gunsmith II 25.00
23393 - Gunsmith III 27.77
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.81
23430 - Heavy Equipment Mechanic 28.32
23440 - Heavy Equipment Operator 22.11
23460 - Instrument Mechanic 27.77
23465 - Laboratory/Shelter Mechanic 26.43
23470 - Laborer 14.68
23510 - Locksmith 25.91
23530 - Machinery Maintenance Mechanic 28.84
23550 - Machinist Maintenance 25.59
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 27.77
23592 - Metrology Technician II 29.13
23593 - Metrology Technician III 30.44
23640 - Millwright 27.77
23710 - Office Appliance Repairer 23.03
23760 - Painter Maintenance 21.79
23790 - Pipefitter Maintenance 26.06
23810 - Plumber Maintenance 24.80
23820 - Pneudraulic Systems Mechanic 27.77
23850 - Rigger 27.77
23870 - Scale Mechanic 25.00
23890 - Sheet-Metal Worker Maintenance 26.54

23910 - Small Engine Mechanic	23.03
23931 - Telecommunications Mechanic I	27.14
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	31.14
23960 - Welder Combination Maintenance	27.68
23965 - Well Driller	27.77
23970 - Woodcraft Worker	27.77
23980 - Woodworker	21.06
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	11.52
24580 - Child Care Center Clerk	14.37
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	17.40
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.77
25040 - Sewage Plant Operator	28.17
25070 - Stationary Engineer	27.77
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant Operator	28.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.30
27007 - Baggage Inspector	17.30
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	17.30
27102 - Guard II	19.36
27131 - Police Officer I	24.14
27132 - Police Officer II	26.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	19.88
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	22.24
28510 - Recreation Aide/Health Facility Attendant	16.23
28515 - Recreation Specialist	23.61
28630 - Sports Official	17.71
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.00
29020 - Hatch Tender	25.00
29030 - Line Handler	25.00
29041 - Stevedore I	23.66

29042 - Stevedore II		26.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		28.72
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		15.51
30082 - Engineering Technician II		17.40
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.51
30086 - Engineering Technician VI		35.70
30090 - Environmental Technician		24.28
30095 - Evidence Control Specialist		26.54
30210 - Laboratory Technician		23.88
30221 - Latent Fingerprint Technician I		29.39
30222 - Latent Fingerprint Technician II		32.46
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		21.02
30362 - Paralegal/Legal Assistant II		26.05
30363 - Paralegal/Legal Assistant III		31.87
30364 - Paralegal/Legal Assistant IV		38.56
30375 - Petroleum Supply Specialist		32.46
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		32.46
30461 - Technical Writer I		25.98
30462 - Technical Writer II		31.79
30463 - Technical Writer III		38.46
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.88
30621 - Weather Observer Senior	(see 2)	26.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15

31020 - Bus Aide	15.96
31030 - Bus Driver	20.48
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	14.72
31361 - Truckdriver Light	16.03
31362 - Truckdriver Medium	17.11
31363 - Truckdriver Heavy	21.63
31364 - Truckdriver Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.33
99050 - Desk Clerk	13.57
99095 - Embalmer	28.59
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	14.89
99252 - Laboratory Animal Caretaker II	15.83
99260 - Marketing Analyst	32.31
99310 - Mortician	28.59
99410 - Pest Controller	22.90
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	19.50
99711 - Recycling Specialist	22.21
99730 - Refuse Collector	18.23
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	16.07
99830 - Survey Party Chief	24.07
99831 - Surveying Aide	14.65
99832 - Surveying Technician	21.89
99840 - Vending Machine Attendant	20.31
99841 - Vending Machine Repairer	24.19
99842 - Vending Machine Repairer Helper	20.31

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4015
Revision No.: 16
Date Of Last Revision: 04/07/2021

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

State: Maine

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		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		17.66
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	15.79
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.60
01313 - Secretary III	22.97
01320 - Service Order Dispatcher	15.79
01410 - Supply Technician	30.53
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	16.52
01531 - Travel Clerk I	15.20
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.81
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	20.42
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	20.42
05220 - Motor Vehicle Mechanic Helper	15.42
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	18.38
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	20.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.53
07042 - Cook II	18.51
07070 - Dishwasher	11.20
07130 - Food Service Worker	12.32
07210 - Meat Cutter	19.62
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 23.98
09040 - Furniture Handler 15.72
09080 - Furniture Refinisher 21.87
09090 - Furniture Refinisher Helper 17.37
09110 - Furniture Repairer Minor 19.58
09130 - Upholsterer 21.87
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.20
11060 - Elevator Operator 14.20
11090 - Gardener 20.53
11122 - Housekeeping Aide 15.48
11150 - Janitor 15.48
11210 - Laborer Grounds Maintenance 16.96
11240 - Maid or Houseman 14.11
11260 - Pruner 15.81
11270 - Tractor Operator 19.30
11330 - Trail Maintenance Worker 16.96
11360 - Window Cleaner 16.60
12000 - Health Occupations
12010 - Ambulance Driver 20.57
12011 - Breath Alcohol Technician 24.92
12012 - Certified Occupational Therapist Assistant 34.19
12015 - Certified Physical Therapist Assistant 29.56
12020 - Dental Assistant 23.13
12025 - Dental Hygienist 40.92
12030 - EKG Technician 37.77
12035 - Electroneurodiagnostic Technologist 37.77
12040 - Emergency Medical Technician 20.57
12071 - Licensed Practical Nurse I 22.29
12072 - Licensed Practical Nurse II 24.92
12073 - Licensed Practical Nurse III 27.78
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 21.83
12210 - Nuclear Medicine Technologist 54.77
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 22.29
12250 - Pharmacy Technician 16.48
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)		30.87
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
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		12.09
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		16.95
13110 - Video Teleconference Technician		19.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.25
14042 - Computer Operator II		20.42
14043 - Computer Operator III		22.77
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	22.52
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.25
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		30.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.06
15020 - Aircrew Training Devices Instructor (Rated)		36.06
15030 - Air Crew Training Devices Instructor (Pilot)		40.73
15050 - Computer Based Training Specialist / Instructor		28.06
15060 - Educational Technologist		34.08
15070 - Flight Instructor (Pilot)		40.73
15080 - Graphic Artist		23.80

15085 - Maintenance Test Pilot Fixed Jet/Prop 40.73
15086 - Maintenance Test Pilot Rotary Wing 40.73
15088 - Non-Maintenance Test/Co-Pilot 40.73
15090 - Technical Instructor 28.13
15095 - Technical Instructor/Course Developer 34.41
15110 - Test Proctor 22.71
15120 - Tutor 22.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.29
16030 - Counter Attendant 13.29
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.29
16090 - Presser Hand 13.29
16110 - Presser Machine Drycleaning 13.29
16130 - Presser Machine Shirts 13.29
16160 - Presser Machine Wearing Apparel Laundry 13.29
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.45
16250 - Washer Machine 13.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.52
19040 - Tool And Die Maker 29.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 13.33
21071 - Order Filler 13.31
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 15.84
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
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 19.38
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 23.04
23460 - Instrument Mechanic 25.77
23465 - Laboratory/Shelter Mechanic 24.52
23470 - Laborer 13.33
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 25.77
23932 - Telecommunications Mechanic II 27.03
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
24000 - Personal Needs Occupations		
24550 - Case Manager		16.40
24570 - Child Care Attendant		12.60
24580 - Child Care Center Clerk		15.70
24610 - Chore Aide		14.14
24620 - Family Readiness And Support Services Coordinator		16.40
24630 - Homemaker		16.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.77
25040 - Sewage Plant Operator		24.33
25070 - Stationary Engineer		25.77
25190 - Ventilation Equipment Tender		19.33
25210 - Water Treatment Plant Operator		24.33
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.20
27007 - Baggage Inspector		17.24
27008 - Corrections Officer		22.17
27010 - Court Security Officer		22.46
27030 - Detection Dog Handler		19.28
27040 - Detention Officer		22.17
27070 - Firefighter		22.17
27101 - Guard I		17.24
27102 - Guard II		19.28
27131 - Police Officer I		24.27
27132 - Police Officer II		26.98
28000 - Recreation Occupations		
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		14.65
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
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 22.13
30362 - Paralegal/Legal Assistant II 27.43
30363 - Paralegal/Legal Assistant III 33.55
30364 - Paralegal/Legal Assistant IV 40.59
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 30.91
30502 - Weather Forecaster II 37.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.11
30621 - Weather Observer Senior (see 2) 27.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
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	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.47
99050 - Desk Clerk	14.54
99095 - Embalmer	28.51
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	16.57
99252 - Laboratory Animal Caretaker II	17.62
99260 - Marketing Analyst	29.45
99310 - Mortician	28.51
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	20.50
99730 - Refuse Collector	16.79
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	16.62
99830 - Survey Party Chief	20.71
99831 - Surveying Aide	14.11
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer Helper	20.08

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

contractor.

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4016
Revision No.: 15
Date Of Last Revision: 04/07/2020

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

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

State: Maine

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		27.75
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		15.68
01052 - Data Entry Operator II		17.11
01060 - Dispatcher Motor Vehicle		16.55

01070 - Document Preparation Clerk 16.40
01090 - Duplicating Machine Operator 16.40
01111 - General Clerk I 14.36
01112 - General Clerk II 15.67
01113 - General Clerk III 17.59
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 15.79
01300 - Scheduler Maintenance 18.41
01311 - Secretary I 18.41
01312 - Secretary II 20.60
01313 - Secretary III 22.97
01320 - Service Order Dispatcher 14.36
01410 - Supply Technician 27.75
01420 - Survey Worker 18.12
01460 - Switchboard Operator/Receptionist 16.52
01531 - Travel Clerk I 14.94
01532 - Travel Clerk II 16.42
01533 - Travel Clerk III 18.04
01611 - Word Processor I 16.40
01612 - Word Processor II 18.41
01613 - Word Processor III 20.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 19.43
05040 - Automotive Glass Installer 18.38
05070 - Automotive Worker 18.38
05110 - Mobile Equipment Servicer 16.41
05130 - Motor Equipment Metal Mechanic 20.42
05160 - Motor Equipment Metal Worker 18.38
05190 - Motor Vehicle Mechanic 20.42
05220 - Motor Vehicle Mechanic Helper 15.42
05250 - Motor Vehicle Upholstery Worker 17.39
05280 - Motor Vehicle Wrecker 18.38
05310 - Painter Automotive 19.43
05340 - Radiator Repair Specialist 18.38
05370 - Tire Repairer 14.46
05400 - Transmission Repair Specialist 20.42
07000 - Food Preparation And Service Occupations
07010 - Baker 15.96
07041 - Cook I 16.03
07042 - Cook II 17.95
07070 - Dishwasher 11.20
07130 - Food Service Worker 11.91

07210 - Meat Cutter	19.26
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.36
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.88
09090 - Furniture Refinisher Helper	15.79
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	19.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	14.15
11090 - Gardener	18.82
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	15.55
11240 - Maid or Houseman	12.90
11260 - Pruner	14.50
11270 - Tractor Operator	17.69
11330 - Trail Maintenance Worker	15.55
11360 - Window Cleaner	15.73
12000 - Health Occupations	
12010 - Ambulance Driver	19.97
12011 - Breath Alcohol Technician	24.27
12012 - Certified Occupational Therapist Assistant	33.51
12015 - Certified Physical Therapist Assistant	28.94
12020 - Dental Assistant	22.70
12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.01
12035 - Electroneurodiagnostic Technologist	37.01
12040 - Emergency Medical Technician	19.97
12071 - Licensed Practical Nurse I	21.83
12072 - Licensed Practical Nurse II	24.42
12073 - Licensed Practical Nurse III	27.23
12100 - Medical Assistant	18.44
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	16.38
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	21.83
12210 - Nuclear Medicine Technologist	52.25
12221 - Nursing Assistant I	12.39
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.22
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	19.85
12236 - Optical Technician	21.20
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	20.66
12305 - Radiologic Technologist	32.87
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)		30.05
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.44
13041 - Illustrator I		20.10
13042 - Illustrator II		24.89
13043 - Illustrator III		30.44
13047 - Librarian		27.57
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		18.37
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.10
13063 - Media Specialist III		22.40
13071 - Photographer I		17.96
13072 - Photographer II		20.10
13073 - Photographer III		24.89
13074 - Photographer IV		30.44
13075 - Photographer V		36.84
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.59
14042 - Computer Operator II		18.56
14043 - Computer Operator III		20.70
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.47
14072 - Computer Programmer II	(see 1)	25.37
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.59
14160 - Personal Computer Support Technician		25.11
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.06
15020 - Aircrew Training Devices Instructor (Rated)		36.06
15030 - Air Crew Training Devices Instructor (Pilot)		40.73
15050 - Computer Based Training Specialist / Instructor		28.06

15060 - Educational Technologist 30.98
15070 - Flight Instructor (Pilot) 40.73
15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.73
15086 - Maintenance Test Pilot Rotary Wing 40.73
15088 - Non-Maintenance Test/Co-Pilot 40.73
15090 - Technical Instructor 26.51
15095 - Technical Instructor/Course Developer 32.44
15110 - Test Proctor 21.40
15120 - Tutor 21.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.27
19040 - Tool And Die Maker 27.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 13.16
21071 - Order Filler 12.10
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 16.76
21130 - Shipping/Receiving Clerk 16.76
21140 - Store Worker I 15.68
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.64
23019 - Aircraft Logs and Records Technician 20.83
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.64
23023 - Aircraft Mechanic III 26.80
23040 - Aircraft Mechanic Helper 18.47
23050 - Aircraft Painter 23.27
23060 - Aircraft Servicer 20.83
23070 - Aircraft Survival Flight Equipment Technician 23.27
23080 - Aircraft Worker 22.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.01

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.45
II
23110 - Appliance Mechanic 23.27
23120 - Bicycle Repairer 19.08
23125 - Cable Splicer 24.45
23130 - Carpenter Maintenance 24.76
23140 - Carpet Layer 22.01
23160 - Electrician Maintenance 24.86
23181 - Electronics Technician Maintenance I 24.59
23182 - Electronics Technician Maintenance II 25.99
23183 - Electronics Technician Maintenance III 27.32
23260 - Fabric Worker 20.83
23290 - Fire Alarm System Mechanic 24.45
23310 - Fire Extinguisher Repairer 19.65
23311 - Fuel Distribution System Mechanic 24.45
23312 - Fuel Distribution System Operator 19.85
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.83
23382 - Ground Support Equipment Worker 22.01
23391 - Gunsmith I 19.65
23392 - Gunsmith II 22.01
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.81
23430 - Heavy Equipment Mechanic 24.45
23440 - Heavy Equipment Operator 22.10
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.27
23470 - Laborer 13.16
23510 - Locksmith 23.27
23530 - Machinery Maintenance Mechanic 25.64
23550 - Machinist Maintenance 23.20
23580 - Maintenance Trades Helper 18.15
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.64
23593 - Metrology Technician III 26.80
23640 - Millwright 26.43
23710 - Office Appliance Repairer 25.18
23760 - Painter Maintenance 19.00
23790 - Pipefitter Maintenance 25.92
23810 - Plumber Maintenance 24.66
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.01
23890 - Sheet-Metal Worker Maintenance 24.45
23910 - Small Engine Mechanic 22.01

23931 - Telecommunications Mechanic I	24.45
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	27.69
23960 - Welder Combination Maintenance	21.47
23965 - Well Driller	24.45
23970 - Woodcraft Worker	24.45
23980 - Woodworker	19.65
24000 - Personal Needs Occupations	
24550 - Case Manager	16.40
24570 - Child Care Attendant	12.07
24580 - Child Care Center Clerk	15.06
24610 - Chore Aide	12.85
24620 - Family Readiness And Support Services Coordinator	16.40
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	23.51
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	18.47
25210 - Water Treatment Plant Operator	23.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.60
27007 - Baggage Inspector	16.18
27008 - Corrections Officer	22.17
27010 - Court Security Officer	22.46
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	22.17
27070 - Firefighter	22.17
27101 - Guard I	16.18
27102 - Guard II	18.98
27131 - Police Officer I	23.57
27132 - Police Officer II	26.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.17
28042 - Carnival Equipment Repairer	14.00
28043 - Carnival Worker	10.79
28210 - Gate Attendant/Gate Tender	17.34
28310 - Lifeguard	14.65
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
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.01
29020 - Hatch Tender	22.01
29030 - Line Handler	22.01
29041 - Stevedore I	20.83
29042 - Stevedore II	23.27

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
30021 - Archeological Technician I		19.62
30022 - Archeological Technician II		21.97
30023 - Archeological Technician III		27.21
30030 - Cartographic Technician		27.21
30040 - Civil Engineering Technician		26.77
30051 - Cryogenic Technician I		29.04
30052 - Cryogenic Technician II		32.07
30061 - Drafter/CAD Operator I		19.62
30062 - Drafter/CAD Operator II		21.97
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		17.63
30082 - Engineering Technician II		19.80
30083 - Engineering Technician III		22.15
30084 - Engineering Technician IV		27.44
30085 - Engineering Technician V		33.56
30086 - Engineering Technician VI		40.60
30090 - Environmental Technician		26.16
30095 - Evidence Control Specialist		26.22
30210 - Laboratory Technician		23.60
30221 - Latent Fingerprint Technician I		29.04
30222 - Latent Fingerprint Technician II		32.07
30240 - Mathematical Technician		27.44
30361 - Paralegal/Legal Assistant I		22.13
30362 - Paralegal/Legal Assistant II		27.43
30363 - Paralegal/Legal Assistant III		33.55
30364 - Paralegal/Legal Assistant IV		40.59
30375 - Petroleum Supply Specialist		32.07
30390 - Photo-Optics Technician		27.21
30395 - Radiation Control Technician		32.07
30461 - Technical Writer I		27.26
30462 - Technical Writer II		33.35
30463 - Technical Writer III		40.34
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		29.04
30502 - Weather Forecaster II		35.32
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer Senior	(see 2)	27.21

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		16.44

31030 - Bus Driver	21.09
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	15.33
31290 - Shuttle Bus Driver	16.35
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	16.35
31362 - Truckdriver Medium	17.34
31363 - Truckdriver Heavy	22.28
31364 - Truckdriver Tractor-Trailer	22.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.18
99050 - Desk Clerk	13.52
99095 - Embalmer	28.23
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	15.46
99252 - Laboratory Animal Caretaker II	16.44
99260 - Marketing Analyst	29.45
99310 - Mortician	28.23
99410 - Pest Controller	22.90
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	17.02
99711 - Recycling Specialist	19.37
99730 - Refuse Collector	15.87
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	15.11
99830 - Survey Party Chief	20.50
99831 - Surveying Aide	13.97
99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	18.24
99841 - Vending Machine Repairer	24.19
99842 - Vending Machine Repairer Helper	18.25

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4017
Revision No.: 16
Date Of Last Revision: 04/07/2021

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

State: New Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington Dover Durham Farmington Lee Madbury Middleton Milton New Durham Rochester Rollinsford Somersworth Strafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		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		18.10
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	16.31
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	15.79
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.60
01313 - Secretary III	22.97
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	30.53
01420 - Survey Worker	20.44
01460 - Switchboard Operator/Receptionist	16.52
01531 - Travel Clerk I	15.20
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.81
05010 - Automotive Electrician	19.90
05040 - Automotive Glass Installer	18.83
05070 - Automotive Worker	18.83
05110 - Mobile Equipment Servicer	16.81
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	18.83
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.80
05250 - Motor Vehicle Upholstery Worker	17.81
05280 - Motor Vehicle Wrecker	18.83
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	18.83
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.53
07042 - Cook II	18.51
07070 - Dishwasher	11.20
07130 - Food Service Worker	12.32
07210 - Meat Cutter	19.62
07260 - Waiter/Waitress	11.01

09000 - Furniture Maintenance And Repair Occupations
  09010 - Electrostatic Spray Painter 21.87
  09040 - Furniture Handler 15.26
  09080 - Furniture Refinisher 21.87
  09090 - Furniture Refinisher Helper 17.37
  09110 - Furniture Repairer Minor 19.58
  09130 - Upholsterer 21.87
11000 - General Services And Support Occupations
  11030 - Cleaner Vehicles 14.20
  11060 - Elevator Operator 14.20
  11090 - Gardener 20.53
  11122 - Housekeeping Aide 15.48
  11150 - Janitor 15.48
  11210 - Laborer Grounds Maintenance 16.96
  11240 - Maid or Houseman 14.11
  11260 - Pruner 15.81
  11270 - Tractor Operator 19.30
  11330 - Trail Maintenance Worker 16.96
  11360 - Window Cleaner 16.60
12000 - Health Occupations
  12010 - Ambulance Driver 24.27
  12011 - Breath Alcohol Technician 24.92
  12012 - Certified Occupational Therapist Assistant 34.19
  12015 - Certified Physical Therapist Assistant 29.56
  12020 - Dental Assistant 23.13
  12025 - Dental Hygienist 40.92
  12030 - EKG Technician 37.77
  12035 - Electroneurodiagnostic Technologist 37.77
  12040 - Emergency Medical Technician 24.27
  12071 - Licensed Practical Nurse I 22.29
  12072 - Licensed Practical Nurse II 24.92
  12073 - Licensed Practical Nurse III 27.78
  12100 - Medical Assistant 18.71
  12130 - Medical Laboratory Technician 25.58
  12160 - Medical Record Clerk 17.93
  12190 - Medical Record Technician 30.47
  12195 - Medical Transcriptionist 21.83
  12210 - Nuclear Medicine Technologist 54.77
  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 22.29
  12250 - Pharmacy Technician 16.48
  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)		30.87
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
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		12.09
13054 - Library Information Technology Systems Administrator		27.38
13058 - Library Technician		18.92
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		16.95
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	23.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		30.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		38.75
15070 - Flight Instructor (Pilot)		45.94

15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.94
15086 - Maintenance Test Pilot Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94
15090 - Technical Instructor 28.13
15095 - Technical Instructor/Course Developer 34.41
15110 - Test Proctor 22.71
15120 - Tutor 22.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.29
16030 - Counter Attendant 13.29
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.29
16090 - Presser Hand 13.29
16110 - Presser Machine Drycleaning 13.29
16130 - Presser Machine Shirts 13.29
16160 - Presser Machine Wearing Apparel Laundry 13.29
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.45
16250 - Washer Machine 13.92
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.52
19040 - Tool And Die Maker 29.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 13.33
21071 - Order Filler 13.55
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 15.84
21150 - Stock Clerk 19.31
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
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 25.77

II
23110 - Appliance Mechanic 24.52
23120 - Bicycle Repairer 20.71
23125 - Cable Splicer 28.05
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 19.38
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 23.25
23460 - Instrument Mechanic 25.77
23465 - Laboratory/Shelter Mechanic 24.52
23470 - Laborer 13.33
23510 - Locksmith 24.52
23530 - Machinery Maintenance Mechanic 26.81
23550 - Machinist Maintenance 23.36
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 25.77
23592 - Metrology Technician II 27.03
23593 - Metrology Technician III 28.25
23640 - Millwright 28.25
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 25.77
23932 - Telecommunications Mechanic II 27.10

23950 - Telephone Lineman		28.31
23960 - Welder Combination Maintenance		23.57
23965 - Well Driller		25.77
23970 - Woodcraft Worker		25.77
23980 - Woodworker		20.71
24000 - Personal Needs Occupations		
24550 - Case Manager		16.40
24570 - Child Care Attendant		12.60
24580 - Child Care Center Clerk		15.70
24610 - Chore Aide		14.14
24620 - Family Readiness And Support Services Coordinator		16.40
24630 - Homemaker		16.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.77
25040 - Sewage Plant Operator		24.33
25070 - Stationary Engineer		25.77
25190 - Ventilation Equipment Tender		19.33
25210 - Water Treatment Plant Operator		24.33
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.20
27007 - Baggage Inspector		17.24
27008 - Corrections Officer		22.17
27010 - Court Security Officer		22.17
27030 - Detection Dog Handler		19.28
27040 - Detention Officer		22.17
27070 - Firefighter		22.17
27101 - Guard I		17.24
27102 - Guard II		19.28
27131 - Police Officer I		24.27
27132 - Police Officer II		26.98
28000 - Recreation Occupations		
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		15.09
28350 - Park Attendant (Aide)		19.41
28510 - Recreation Aide/Health Facility Attendant		14.16
28515 - Recreation Specialist		22.67
28630 - Sports Official		15.46
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 20.87
30362 - Paralegal/Legal Assistant II 25.85
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.27
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 30.91
30502 - Weather Forecaster II 37.61
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.11
30621 - Weather Observer Senior (see 2) 27.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
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	15.51
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.07
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	11.47
99050 - Desk Clerk	14.54
99095 - Embalmer	28.59
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	16.57
99252 - Laboratory Animal Caretaker II	17.62
99260 - Marketing Analyst	29.45
99310 - Mortician	28.59
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	20.50
99730 - Refuse Collector	16.79
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	16.81
99830 - Survey Party Chief	20.69
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer Helper	20.52

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

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4018
Revision No.: 15
Date Of Last Revision: 04/07/2020

Daniel W. Simms
Director

Division of
Wage Determinations

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

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

State: New Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington Dover Durham Farmington Lee Madbury Middleton Milton New Durham Rochester Rollinsford Somersworth Strafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		27.75
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		15.68
01052 - Data Entry Operator II		17.11

01060 - Dispatcher Motor Vehicle 18.10
01070 - Document Preparation Clerk 16.40
01090 - Duplicating Machine Operator 16.40
01111 - General Clerk I 14.36
01112 - General Clerk II 15.67
01113 - General Clerk III 17.59
01120 - Housing Referral Assistant 22.97
01141 - Messenger Courier 13.37
01191 - Order Clerk I 16.31
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 15.79
01300 - Scheduler Maintenance 18.41
01311 - Secretary I 18.41
01312 - Secretary II 20.60
01313 - Secretary III 22.97
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 27.75
01420 - Survey Worker 18.58
01460 - Switchboard Operator/Receptionist 16.52
01531 - Travel Clerk I 15.17
01532 - Travel Clerk II 16.42
01533 - Travel Clerk III 18.04
01611 - Word Processor I 16.40
01612 - Word Processor II 18.41
01613 - Word Processor III 20.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.55
05010 - Automotive Electrician 19.90
05040 - Automotive Glass Installer 18.83
05070 - Automotive Worker 18.83
05110 - Mobile Equipment Servicer 16.81
05130 - Motor Equipment Metal Mechanic 20.91
05160 - Motor Equipment Metal Worker 18.83
05190 - Motor Vehicle Mechanic 20.91
05220 - Motor Vehicle Mechanic Helper 15.80
05250 - Motor Vehicle Upholstery Worker 17.81
05280 - Motor Vehicle Wrecker 18.83
05310 - Painter Automotive 20.31
05340 - Radiator Repair Specialist 18.83
05370 - Tire Repairer 14.46
05400 - Transmission Repair Specialist 20.91
07000 - Food Preparation And Service Occupations
07010 - Baker 15.96
07041 - Cook I 16.03
07042 - Cook II 17.95
07070 - Dishwasher 11.20

07130 - Food Service Worker	11.91
07210 - Meat Cutter	19.26
07260 - Waiter/Waitress	11.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.88
09040 - Furniture Handler	13.87
09080 - Furniture Refinisher	19.88
09090 - Furniture Refinisher Helper	15.79
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	19.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.15
11060 - Elevator Operator	14.15
11090 - Gardener	18.82
11122 - Housekeeping Aide	14.66
11150 - Janitor	14.66
11210 - Laborer Grounds Maintenance	15.55
11240 - Maid or Houseman	12.90
11260 - Pruner	14.50
11270 - Tractor Operator	17.69
11330 - Trail Maintenance Worker	15.55
11360 - Window Cleaner	15.73
12000 - Health Occupations	
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	24.27
12012 - Certified Occupational Therapist Assistant	33.51
12015 - Certified Physical Therapist Assistant	28.94
12020 - Dental Assistant	22.70
12025 - Dental Hygienist	40.92
12030 - EKG Technician	37.01
12035 - Electroneurodiagnostic Technologist	37.01
12040 - Emergency Medical Technician	24.27
12071 - Licensed Practical Nurse I	21.83
12072 - Licensed Practical Nurse II	24.42
12073 - Licensed Practical Nurse III	27.23
12100 - Medical Assistant	18.44
12130 - Medical Laboratory Technician	23.25
12160 - Medical Record Clerk	16.30
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	21.83
12210 - Nuclear Medicine Technologist	53.66
12221 - Nursing Assistant I	12.39
12222 - Nursing Assistant II	13.94
12223 - Nursing Assistant III	15.22
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	19.85
12236 - Optical Technician	21.83
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	21.83
12305 - Radiologic Technologist	32.87

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)		30.05
12320 - Substance Abuse Treatment Counselor		25.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.10
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III		30.44
13041 - Illustrator I		20.10
13042 - Illustrator II		24.89
13043 - Illustrator III		30.44
13047 - Librarian		27.57
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		24.89
13058 - Library Technician		18.92
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.10
13063 - Media Specialist III		22.40
13071 - Photographer I		17.96
13072 - Photographer II		20.10
13073 - Photographer III		24.89
13074 - Photographer IV		30.44
13075 - Photographer V		36.84
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	21.20
14072 - Computer Programmer II	(see 1)	26.27
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		28.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94

15050 - Computer Based Training Specialist / Instructor 31.98
15060 - Educational Technologist 35.45
15070 - Flight Instructor (Pilot) 45.94
15080 - Graphic Artist 23.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.94
15086 - Maintenance Test Pilot Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 33.23
15110 - Test Proctor 21.93
15120 - Tutor 21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.27
19040 - Tool And Die Maker 27.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.38
21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 13.16
21071 - Order Filler 12.73
21080 - Production Line Worker (Food Processing) 18.38
21110 - Shipping Packer 16.76
21130 - Shipping/Receiving Clerk 16.76
21140 - Store Worker I 15.68
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 18.38
21410 - Warehouse Specialist 18.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.64
23019 - Aircraft Logs and Records Technician 20.83
23021 - Aircraft Mechanic I 24.45
23022 - Aircraft Mechanic II 25.64
23023 - Aircraft Mechanic III 26.80
23040 - Aircraft Mechanic Helper 18.47
23050 - Aircraft Painter 23.27
23060 - Aircraft Servicer 20.83
23070 - Aircraft Survival Flight Equipment Technician 23.27
23080 - Aircraft Worker 22.01

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.45
23110 - Appliance Mechanic 23.27
23120 - Bicycle Repairer 19.08
23125 - Cable Splicer 28.05
23130 - Carpenter Maintenance 24.76
23140 - Carpet Layer 22.01
23160 - Electrician Maintenance 24.86
23181 - Electronics Technician Maintenance I 24.59
23182 - Electronics Technician Maintenance II 25.99
23183 - Electronics Technician Maintenance III 27.32
23260 - Fabric Worker 20.83
23290 - Fire Alarm System Mechanic 24.45
23310 - Fire Extinguisher Repairer 19.65
23311 - Fuel Distribution System Mechanic 24.45
23312 - Fuel Distribution System Operator 19.65
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 24.45
23381 - Ground Support Equipment Servicer 20.83
23382 - Ground Support Equipment Worker 22.01
23391 - Gunsmith I 19.65
23392 - Gunsmith II 22.01
23393 - Gunsmith III 24.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.81
23430 - Heavy Equipment Mechanic 24.45
23440 - Heavy Equipment Operator 23.25
23460 - Instrument Mechanic 24.45
23465 - Laboratory/Shelter Mechanic 23.27
23470 - Laborer 13.16
23510 - Locksmith 23.27
23530 - Machinery Maintenance Mechanic 25.87
23550 - Machinist Maintenance 22.78
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 24.45
23592 - Metrology Technician II 25.64
23593 - Metrology Technician III 26.80
23640 - Millwright 28.25
23710 - Office Appliance Repairer 25.18
23760 - Painter Maintenance 19.00
23790 - Pipefitter Maintenance 25.92
23810 - Plumber Maintenance 24.66
23820 - Pneudraulic Systems Mechanic 24.45
23850 - Rigger 24.45
23870 - Scale Mechanic 22.01
23890 - Sheet-Metal Worker Maintenance 24.45

23910 - Small Engine Mechanic 21.79
23931 - Telecommunications Mechanic I 24.67
23932 - Telecommunications Mechanic II 27.10
23950 - Telephone Lineman 28.31
23960 - Welder Combination Maintenance 21.47
23965 - Well Driller 24.45
23970 - Woodcraft Worker 24.45
23980 - Woodworker 19.65
24000 - Personal Needs Occupations
24550 - Case Manager 16.40
24570 - Child Care Attendant 12.07
24580 - Child Care Center Clerk 15.06
24610 - Chore Aide 12.85
24620 - Family Readiness And Support Services Coordinator 16.40
24630 - Homemaker 16.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.45
25040 - Sewage Plant Operator 23.51
25070 - Stationary Engineer 24.45
25190 - Ventilation Equipment Tender 18.47
25210 - Water Treatment Plant Operator 23.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.60
27007 - Baggage Inspector 16.18
27008 - Corrections Officer 22.17
27010 - Court Security Officer 22.17
27030 - Detection Dog Handler 18.10
27040 - Detention Officer 22.17
27070 - Firefighter 22.17
27101 - Guard I 16.18
27102 - Guard II 18.10
27131 - Police Officer I 23.57
27132 - Police Officer II 26.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.17
28042 - Carnival Equipment Repairer 14.00
28043 - Carnival Worker 10.79
28210 - Gate Attendant/Gate Tender 17.34
28310 - Lifeguard 15.09
28350 - Park Attendant (Aide) 19.41
28510 - Recreation Aide/Health Facility Attendant 14.16
28515 - Recreation Specialist 22.67
28630 - Sports Official 15.46
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.01
29020 - Hatch Tender 22.01
29030 - Line Handler 22.01
29041 - Stevedore I 20.83

29042 - Stevedore II 23.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 19.80
30022 - Archeological Technician II 22.15
30023 - Archeological Technician III 27.44
30030 - Cartographic Technician 27.44
30040 - Civil Engineering Technician 27.44
30051 - Cryogenic Technician I 29.04
30052 - Cryogenic Technician II 32.07
30061 - Drafter/CAD Operator I 19.80
30062 - Drafter/CAD Operator II 22.15
30063 - Drafter/CAD Operator III 24.69
30064 - Drafter/CAD Operator IV 30.39
30081 - Engineering Technician I 17.63
30082 - Engineering Technician II 19.80
30083 - Engineering Technician III 22.15
30084 - Engineering Technician IV 27.44
30085 - Engineering Technician V 33.56
30086 - Engineering Technician VI 40.60
30090 - Environmental Technician 26.22
30095 - Evidence Control Specialist 26.22
30210 - Laboratory Technician 24.41
30221 - Latent Fingerprint Technician I 29.04
30222 - Latent Fingerprint Technician II 32.07
30240 - Mathematical Technician 27.44
30361 - Paralegal/Legal Assistant I 20.87
30362 - Paralegal/Legal Assistant II 25.85
30363 - Paralegal/Legal Assistant III 31.63
30364 - Paralegal/Legal Assistant IV 38.27
30375 - Petroleum Supply Specialist 32.07
30390 - Photo-Optics Technician 27.44
30395 - Radiation Control Technician 32.07
30461 - Technical Writer I 27.44
30462 - Technical Writer II 33.56
30463 - Technical Writer III 40.60
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 30.39
30502 - Weather Forecaster II 36.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.69
30621 - Weather Observer Senior (see 2) 27.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15

31020 - Bus Aide	16.44
31030 - Bus Driver	21.09
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	15.33
31290 - Shuttle Bus Driver	16.35
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	16.35
31362 - Truckdriver Medium	17.34
31363 - Truckdriver Heavy	22.28
31364 - Truckdriver Tractor-Trailer	22.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.18
99050 - Desk Clerk	13.52
99095 - Embalmer	28.59
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	15.46
99252 - Laboratory Animal Caretaker II	16.44
99260 - Marketing Analyst	29.45
99310 - Mortician	28.59
99410 - Pest Controller	22.90
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	17.02
99711 - Recycling Specialist	19.37
99730 - Refuse Collector	15.87
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	20.48
99831 - Surveying Aide	12.45
99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	20.31
99841 - Vending Machine Repairer	24.19
99842 - Vending Machine Repairer Helper	20.31

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4019
Revision No.: 15
Date Of Last Revision: 04/22/2021

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

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

HILLSBOROUGH COUNTY: Bedford Goffstown Manchester New Boston Weare

MERRIMACK COUNTY: Allentown Dunbarton Hooksett Pembroke

ROCKINGHAM COUNTY: Auburn Candia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.63
01012 - Accounting Clerk II		18.68
01013 - Accounting Clerk III		20.89
01020 - Administrative Assistant		29.81
01035 - Court Reporter		20.52
01041 - Customer Service Representative I		15.34

01042 - Customer Service Representative II	16.74
01043 - Customer Service Representative III	18.80
01051 - Data Entry Operator I	14.63
01052 - Data Entry Operator II	15.97
01060 - Dispatcher Motor Vehicle	24.40
01070 - Document Preparation Clerk	14.12
01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	16.01
01112 - General Clerk II	17.48
01113 - General Clerk III	19.63
01120 - Housing Referral Assistant	22.87
01141 - Messenger Courier	14.39
01191 - Order Clerk I	19.53
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	18.28
01262 - Personnel Assistant (Employment) II	20.44
01263 - Personnel Assistant (Employment) III	22.78
01270 - Production Control Clerk	27.76
01290 - Rental Clerk	16.10
01300 - Scheduler Maintenance	18.35
01311 - Secretary I	18.35
01312 - Secretary II	20.52
01313 - Secretary III	22.87
01320 - Service Order Dispatcher	21.81
01410 - Supply Technician	29.81
01420 - Survey Worker	19.96
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	15.52
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.01
01611 - Word Processor I	16.34
01612 - Word Processor II	18.35
01613 - Word Processor III	20.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.74
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.52
05070 - Automotive Worker	21.52
05110 - Mobile Equipment Servicer	19.23
05130 - Motor Equipment Metal Mechanic	23.66
05160 - Motor Equipment Metal Worker	21.52
05190 - Motor Vehicle Mechanic	23.66
05220 - Motor Vehicle Mechanic Helper	17.99
05250 - Motor Vehicle Upholstery Worker	20.38
05280 - Motor Vehicle Wrecker	21.52
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.25
05400 - Transmission Repair Specialist	23.66
07000 - Food Preparation And Service Occupations	

07010 - Baker 15.47
07041 - Cook I 16.63
07042 - Cook II 18.61
07070 - Dishwasher 11.11
07130 - Food Service Worker 13.72
07210 - Meat Cutter 21.06
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.07
09040 - Furniture Handler 14.65
09080 - Furniture Refinisher 21.07
09090 - Furniture Refinisher Helper 16.79
09110 - Furniture Repairer Minor 19.01
09130 - Upholsterer 21.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.38
11060 - Elevator Operator 15.38
11090 - Gardener 19.54
11122 - Housekeeping Aide 12.70
11150 - Janitor 12.70
11210 - Laborer Grounds Maintenance 15.97
11240 - Maid or Houseman 12.62
11260 - Pruner 14.78
11270 - Tractor Operator 18.28
11330 - Trail Maintenance Worker 15.97
11360 - Window Cleaner 13.74
12000 - Health Occupations
12010 - Ambulance Driver 21.08
12011 - Breath Alcohol Technician 24.65
12012 - Certified Occupational Therapist Assistant 33.81
12015 - Certified Physical Therapist Assistant 29.91
12020 - Dental Assistant 24.66
12025 - Dental Hygienist 41.58
12030 - EKG Technician 37.35
12035 - Electroneurodiagnostic Technologist 37.35
12040 - Emergency Medical Technician 21.08
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.65
12073 - Licensed Practical Nurse III 27.47
12100 - Medical Assistant 18.48
12130 - Medical Laboratory Technician 25.37
12160 - Medical Record Clerk 18.36
12190 - Medical Record Technician 22.58
12195 - Medical Transcriptionist 21.64
12210 - Nuclear Medicine Technologist 54.16
12221 - Nursing Assistant I 13.11
12222 - Nursing Assistant II 14.73
12223 - Nursing Assistant III 16.07
12224 - Nursing Assistant IV 18.05
12235 - Optical Dispenser 22.85

12236 - Optical Technician		22.04
12250 - Pharmacy Technician		16.09
12280 - Phlebotomist		19.47
12305 - Radiologic Technologist		33.68
12311 - Registered Nurse I		24.66
12312 - Registered Nurse II		30.16
12313 - Registered Nurse II Specialist		30.16
12314 - Registered Nurse III		36.50
12315 - Registered Nurse III Anesthetist		36.50
12316 - Registered Nurse IV		43.74
12317 - Scheduler (Drug and Alcohol Testing)		30.53
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.22
13012 - Exhibits Specialist II		26.28
13013 - Exhibits Specialist III		32.15
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		29.11
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		26.28
13058 - Library Technician		20.46
13061 - Media Specialist I		18.97
13062 - Media Specialist II		21.22
13063 - Media Specialist III		23.65
13071 - Photographer I		18.97
13072 - Photographer II		21.22
13073 - Photographer III		26.28
13074 - Photographer IV		32.15
13075 - Photographer V		38.91
13090 - Technical Order Library Clerk		17.96
13110 - Video Teleconference Technician		22.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		33.41

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.48
15020 - Aircrew Training Devices Instructor (Rated)	40.52
15030 - Air Crew Training Devices Instructor (Pilot)	48.56
15050 - Computer Based Training Specialist / Instructor	33.48
15060 - Educational Technologist	30.82
15070 - Flight Instructor (Pilot)	48.56
15080 - Graphic Artist	25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.94
15086 - Maintenance Test Pilot Rotary Wing	47.94
15088 - Non-Maintenance Test/Co-Pilot	47.94
15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.26
15110 - Test Proctor	21.93
15120 - Tutor	21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.42
19040 - Tool And Die Maker	31.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.84
21030 - Material Coordinator	27.76
21040 - Material Expediter	27.76
21050 - Material Handling Laborer	15.18
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	19.21
21130 - Shipping/Receiving Clerk	19.21
21140 - Store Worker I	14.95
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	16.84
21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.56
23019 - Aircraft Logs and Records Technician	26.88
23021 - Aircraft Mechanic I	31.22
23022 - Aircraft Mechanic II	32.56
23023 - Aircraft Mechanic III	33.87
23040 - Aircraft Mechanic Helper	23.73

23050 - Aircraft Painter 29.79
23060 - Aircraft Servicer 26.88
23070 - Aircraft Survival Flight Equipment Technician 29.79
23080 - Aircraft Worker 28.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.22
23110 - Appliance Mechanic 26.42
23120 - Bicycle Repairer 21.71
23125 - Cable Splicer 44.67
23130 - Carpenter Maintenance 23.52
23140 - Carpet Layer 25.19
23160 - Electrician Maintenance 27.51
23181 - Electronics Technician Maintenance I 27.18
23182 - Electronics Technician Maintenance II 28.52
23183 - Electronics Technician Maintenance III 29.88
23260 - Fabric Worker 23.84
23290 - Fire Alarm System Mechanic 28.12
23310 - Fire Extinguisher Repairer 22.50
23311 - Fuel Distribution System Mechanic 28.33
23312 - Fuel Distribution System Operator 24.89
23370 - General Maintenance Worker 22.95
23380 - Ground Support Equipment Mechanic 31.22
23381 - Ground Support Equipment Servicer 26.88
23382 - Ground Support Equipment Worker 28.39
23391 - Gunsmith I 22.50
23392 - Gunsmith II 25.19
23393 - Gunsmith III 27.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.07
23430 - Heavy Equipment Mechanic 24.70
23440 - Heavy Equipment Operator 26.19
23460 - Instrument Mechanic 27.69
23465 - Laboratory/Shelter Mechanic 26.42
23470 - Laborer 15.18
23510 - Locksmith 26.42
23530 - Machinery Maintenance Mechanic 24.52
23550 - Machinist Maintenance 29.25
23580 - Maintenance Trades Helper 14.66
23591 - Metrology Technician I 27.69
23592 - Metrology Technician II 28.88
23593 - Metrology Technician III 30.04
23640 - Millwright 27.69
23710 - Office Appliance Repairer 25.83
23760 - Painter Maintenance 21.77
23790 - Pipefitter Maintenance 27.26
23810 - Plumber Maintenance 26.02

23820 - Pneudraulic Systems Mechanic 27.69
23850 - Rigger 27.69
23870 - Scale Mechanic 25.19
23890 - Sheet-Metal Worker Maintenance 24.80
23910 - Small Engine Mechanic 20.72
23931 - Telecommunications Mechanic I 36.37
23932 - Telecommunications Mechanic II 37.94
23950 - Telephone Lineman 34.25
23960 - Welder Combination Maintenance 28.74
23965 - Well Driller 27.69
23970 - Woodcraft Worker 27.69
23980 - Woodworker 22.50
24000 - Personal Needs Occupations
24550 - Case Manager 16.65
24570 - Child Care Attendant 11.37
24580 - Child Care Center Clerk 14.17
24610 - Chore Aide 13.30
24620 - Family Readiness And Support Services Coordinator 16.65
24630 - Homemaker 16.65
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.69
25040 - Sewage Plant Operator 27.44
25070 - Stationary Engineer 27.69
25190 - Ventilation Equipment Tender 21.86
25210 - Water Treatment Plant Operator 27.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.92
27007 - Baggage Inspector 15.45
27008 - Corrections Officer 23.55
27010 - Court Security Officer 24.89
27030 - Detection Dog Handler 17.28
27040 - Detention Officer 23.55
27070 - Firefighter 28.90
27101 - Guard I 15.45
27102 - Guard II 17.28
27131 - Police Officer I 27.21
27132 - Police Officer II 30.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.94
28042 - Carnival Equipment Repairer 13.83
28043 - Carnival Worker 10.45
28210 - Gate Attendant/Gate Tender 17.47
28310 - Lifeguard 14.43
28350 - Park Attendant (Aide) 19.55
28510 - Recreation Aide/Health Facility Attendant 14.27
28515 - Recreation Specialist 21.89
28630 - Sports Official 15.57
28690 - Swimming Pool Operator 17.64
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer		25.19
29020 - Hatch Tender		25.19
29030 - Line Handler		25.19
29041 - Stevedore I		23.84
29042 - Stevedore II		26.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
30021 - Archeological Technician I		18.74
30022 - Archeological Technician II		20.95
30023 - Archeological Technician III		25.96
30030 - Cartographic Technician		25.96
30040 - Civil Engineering Technician		27.26
30051 - Cryogenic Technician I		28.75
30052 - Cryogenic Technician II		31.76
30061 - Drafter/CAD Operator I		18.74
30062 - Drafter/CAD Operator II		20.95
30063 - Drafter/CAD Operator III		23.36
30064 - Drafter/CAD Operator IV		28.75
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.41
30083 - Engineering Technician III		21.72
30084 - Engineering Technician IV		26.91
30085 - Engineering Technician V		32.91
30086 - Engineering Technician VI		39.81
30090 - Environmental Technician		25.96
30095 - Evidence Control Specialist		25.96
30210 - Laboratory Technician		24.82
30221 - Latent Fingerprint Technician I		28.75
30222 - Latent Fingerprint Technician II		31.76
30240 - Mathematical Technician		25.96
30361 - Paralegal/Legal Assistant I		22.63
30362 - Paralegal/Legal Assistant II		28.04
30363 - Paralegal/Legal Assistant III		34.30
30364 - Paralegal/Legal Assistant IV		41.51
30375 - Petroleum Supply Specialist		31.76
30390 - Photo-Optics Technician		25.96
30395 - Radiation Control Technician		31.76
30461 - Technical Writer I		24.42
30462 - Technical Writer II		29.86
30463 - Technical Writer III		36.13
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		28.75
30502 - Weather Forecaster II		34.98
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.36

Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		16.79
31030 - Bus Driver		22.28
31043 - Driver Courier		16.60
31260 - Parking and Lot Attendant		13.14
31290 - Shuttle Bus Driver		17.74
31310 - Taxi Driver		13.09
31361 - Truckdriver Light		17.74
31362 - Truckdriver Medium		18.80
31363 - Truckdriver Heavy		23.54
31364 - Truckdriver Tractor-Trailer		23.54
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		11.37
99050 - Desk Clerk		12.51
99095 - Embalmer		28.59
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		14.04
99252 - Laboratory Animal Caretaker II		15.01
99260 - Marketing Analyst		31.90
99310 - Mortician		28.59
99410 - Pest Controller		22.61
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		16.10
99711 - Recycling Specialist		18.35
99730 - Refuse Collector		14.88
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		16.11
99830 - Survey Party Chief		25.17
99831 - Surveying Aide		15.32
99832 - Surveying Technician		22.89
99840 - Vending Machine Attendant		19.96
99841 - Vending Machine Repairer		23.89
99842 - Vending Machine Repairer Helper		19.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4020
Revision No.: 14
Date Of Last Revision: 04/28/2020

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

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

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

HILLSBOROUGH COUNTY: Bedford Goffstown Manchester New Boston Weare

MERRIMACK COUNTY: Allentown Dunbarton Hooksett Pembroke

ROCKINGHAM COUNTY: Auburn Candia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.25

01020 - Administrative Assistant	29.30
01035 - Court Reporter	20.16
01041 - Customer Service Representative I	14.76
01042 - Customer Service Representative II	16.59
01043 - Customer Service Representative III	18.10
01051 - Data Entry Operator I	13.95
01052 - Data Entry Operator II	15.22
01060 - Dispatcher Motor Vehicle	24.40
01070 - Document Preparation Clerk	14.12
01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	15.73
01112 - General Clerk II	17.16
01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	22.48
01141 - Messenger Courier	13.08
01191 - Order Clerk I	18.29
01192 - Order Clerk II	19.96
01261 - Personnel Assistant (Employment) I	17.88
01262 - Personnel Assistant (Employment) II	20.00
01263 - Personnel Assistant (Employment) III	22.30
01270 - Production Control Clerk	25.53
01290 - Rental Clerk	16.10
01300 - Scheduler Maintenance	18.02
01311 - Secretary I	18.02
01312 - Secretary II	20.16
01313 - Secretary III	22.48
01320 - Service Order Dispatcher	21.81
01410 - Supply Technician	29.30
01420 - Survey Worker	19.14
01460 - Switchboard Operator/Receptionist	15.00
01531 - Travel Clerk I	15.17
01532 - Travel Clerk II	16.41
01533 - Travel Clerk III	17.69
01611 - Word Processor I	16.05
01612 - Word Processor II	18.02
01613 - Word Processor III	20.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.14
05010 - Automotive Electrician	22.05
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	18.78
05130 - Motor Equipment Metal Mechanic	23.10
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	23.10
05220 - Motor Vehicle Mechanic Helper	17.57
05250 - Motor Vehicle Upholstery Worker	19.90
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter Automotive	22.05
05340 - Radiator Repair Specialist	21.02

05370 - Tire Repairer 14.08
05400 - Transmission Repair Specialist 23.10
07000 - Food Preparation And Service Occupations
07010 - Baker 14.59
07041 - Cook I 16.19
07042 - Cook II 18.12
07070 - Dishwasher 10.78
07130 - Food Service Worker 13.29
07210 - Meat Cutter 20.68
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.15
09040 - Furniture Handler 13.32
09080 - Furniture Refinisher 19.15
09090 - Furniture Refinisher Helper 15.26
09110 - Furniture Repairer Minor 17.28
09130 - Upholsterer 19.15
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.31
11060 - Elevator Operator 14.31
11090 - Gardener 19.54
11122 - Housekeeping Aide 12.07
11150 - Janitor 12.07
11210 - Laborer Grounds Maintenance 15.97
11240 - Maid or Houseman 11.88
11260 - Pruner 14.78
11270 - Tractor Operator 18.28
11330 - Trail Maintenance Worker 15.97
11360 - Window Cleaner 12.91
12000 - Health Occupations
12010 - Ambulance Driver 21.08
12011 - Breath Alcohol Technician 24.22
12012 - Certified Occupational Therapist Assistant 33.23
12015 - Certified Physical Therapist Assistant 28.84
12020 - Dental Assistant 23.15
12025 - Dental Hygienist 41.58
12030 - EKG Technician 36.70
12035 - Electroneurodiagnostic Technologist 36.70
12040 - Emergency Medical Technician 21.08
12071 - Licensed Practical Nurse I 21.64
12072 - Licensed Practical Nurse II 24.22
12073 - Licensed Practical Nurse III 27.00
12100 - Medical Assistant 17.90
12130 - Medical Laboratory Technician 25.37
12160 - Medical Record Clerk 16.69
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 21.64
12210 - Nuclear Medicine Technologist 53.21
12221 - Nursing Assistant I 12.48
12222 - Nursing Assistant II 14.03

12223 - Nursing Assistant III		15.31
12224 - Nursing Assistant IV		17.19
12235 - Optical Dispenser		20.93
12236 - Optical Technician		20.58
12250 - Pharmacy Technician		16.09
12280 - Phlebotomist		18.55
12305 - Radiologic Technologist		32.92
12311 - Registered Nurse I		24.05
12312 - Registered Nurse II		29.42
12313 - Registered Nurse II Specialist		29.42
12314 - Registered Nurse III		35.59
12315 - Registered Nurse III Anesthetist		35.59
12316 - Registered Nurse IV		42.66
12317 - Scheduler (Drug and Alcohol Testing)		30.00
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.34
13013 - Exhibits Specialist III		31.00
13041 - Illustrator I		20.46
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		28.07
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		25.34
13058 - Library Technician		20.46
13061 - Media Specialist I		18.28
13062 - Media Specialist II		20.46
13063 - Media Specialist III		22.81
13071 - Photographer I		18.86
13072 - Photographer II		21.10
13073 - Photographer III		26.14
13074 - Photographer IV		31.97
13075 - Photographer V		38.68
13090 - Technical Order Library Clerk		17.96
13110 - Video Teleconference Technician		20.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.33
14072 - Computer Programmer II	(see 1)	25.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	16.60
14160 - Personal Computer Support Technician	23.03
14170 - System Support Specialist	33.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.69
15020 - Aircrew Training Devices Instructor (Rated)	39.55
15030 - Air Crew Training Devices Instructor (Pilot)	47.41
15050 - Computer Based Training Specialist / Instructor	32.69
15060 - Educational Technologist	30.82
15070 - Flight Instructor (Pilot)	47.41
15080 - Graphic Artist	25.54
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	27.19
15095 - Technical Instructor/Course Developer	33.26
15110 - Test Proctor	21.93
15120 - Tutor	21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.42
19040 - Tool And Die Maker	31.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.84
21030 - Material Coordinator	25.53
21040 - Material Expediter	25.53
21050 - Material Handling Laborer	14.60
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	18.81
21130 - Shipping/Receiving Clerk	18.81
21140 - Store Worker I	14.64
21150 - Stock Clerk	18.37
21210 - Tools And Parts Attendant	16.84
21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.60
23019 - Aircraft Logs and Records Technician	24.44
23021 - Aircraft Mechanic I	28.38

23022 - Aircraft Mechanic II 29.60
23023 - Aircraft Mechanic III 30.79
23040 - Aircraft Mechanic Helper 21.57
23050 - Aircraft Painter 27.08
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 27.08
23080 - Aircraft Worker 25.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.38
23110 - Appliance Mechanic 26.42
23120 - Bicycle Repairer 19.74
23125 - Cable Splicer 41.08
23130 - Carpenter Maintenance 23.52
23140 - Carpet Layer 25.19
23160 - Electrician Maintenance 27.51
23181 - Electronics Technician Maintenance I 26.11
23182 - Electronics Technician Maintenance II 27.39
23183 - Electronics Technician Maintenance III 28.70
23260 - Fabric Worker 23.84
23290 - Fire Alarm System Mechanic 25.56
23310 - Fire Extinguisher Repairer 22.50
23311 - Fuel Distribution System Mechanic 28.33
23312 - Fuel Distribution System Operator 24.89
23370 - General Maintenance Worker 21.28
23380 - Ground Support Equipment Mechanic 28.38
23381 - Ground Support Equipment Servicer 24.44
23382 - Ground Support Equipment Worker 25.81
23391 - Gunsmith I 22.50
23392 - Gunsmith II 25.19
23393 - Gunsmith III 27.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.07
23430 - Heavy Equipment Mechanic 24.70
23440 - Heavy Equipment Operator 26.19
23460 - Instrument Mechanic 27.69
23465 - Laboratory/Shelter Mechanic 26.42
23470 - Laborer 14.60
23510 - Locksmith 26.42
23530 - Machinery Maintenance Mechanic 24.00
23550 - Machinist Maintenance 29.25
23580 - Maintenance Trades Helper 13.33
23591 - Metrology Technician I 27.69
23592 - Metrology Technician II 28.88
23593 - Metrology Technician III 30.04
23640 - Millwright 27.69
23710 - Office Appliance Repairer 25.83

23760 - Painter Maintenance	21.77
23790 - Pipefitter Maintenance	26.27
23810 - Plumber Maintenance	25.07
23820 - Pneudraulic Systems Mechanic	27.69
23850 - Rigger	27.69
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker Maintenance	24.80
23910 - Small Engine Mechanic	18.84
23931 - Telecommunications Mechanic I	36.37
23932 - Telecommunications Mechanic II	37.94
23950 - Telephone Lineman	34.25
23960 - Welder Combination Maintenance	28.74
23965 - Well Driller	27.69
23970 - Woodcraft Worker	27.69
23980 - Woodworker	22.50
24000 - Personal Needs Occupations	
24550 - Case Manager	15.48
24570 - Child Care Attendant	10.64
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	12.09
24620 - Family Readiness And Support Services Coordinator	15.48
24630 - Homemaker	15.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.69
25040 - Sewage Plant Operator	27.25
25070 - Stationary Engineer	27.69
25190 - Ventilation Equipment Tender	21.05
25210 - Water Treatment Plant Operator	27.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.92
27007 - Baggage Inspector	14.65
27008 - Corrections Officer	23.55
27010 - Court Security Officer	24.89
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	23.55
27070 - Firefighter	27.50
27101 - Guard I	14.65
27102 - Guard II	16.60
27131 - Police Officer I	27.21
27132 - Police Officer II	30.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	10.45
28210 - Gate Attendant/Gate Tender	17.47
28310 - Lifeguard	14.43
28350 - Park Attendant (Aide)	19.55
28510 - Recreation Aide/Health Facility Attendant	14.27
28515 - Recreation Specialist	21.46

28630 - Sports Official		15.57
28690 - Swimming Pool Operator		17.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.19
29020 - Hatch Tender		25.19
29030 - Line Handler		25.19
29041 - Stevedore I		23.84
29042 - Stevedore II		26.42
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		27.02
30051 - Cryogenic Technician I		27.76
30052 - Cryogenic Technician II		30.65
30061 - Drafter/CAD Operator I		18.08
30062 - Drafter/CAD Operator II		20.23
30063 - Drafter/CAD Operator III		22.56
30064 - Drafter/CAD Operator IV		27.76
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.41
30083 - Engineering Technician III		21.72
30084 - Engineering Technician IV		26.91
30085 - Engineering Technician V		32.91
30086 - Engineering Technician VI		39.81
30090 - Environmental Technician		25.06
30095 - Evidence Control Specialist		25.06
30210 - Laboratory Technician		24.82
30221 - Latent Fingerprint Technician I		27.76
30222 - Latent Fingerprint Technician II		30.65
30240 - Mathematical Technician		25.06
30361 - Paralegal/Legal Assistant I		21.76
30362 - Paralegal/Legal Assistant II		26.96
30363 - Paralegal/Legal Assistant III		32.98
30364 - Paralegal/Legal Assistant IV		39.89
30375 - Petroleum Supply Specialist		30.65
30390 - Photo-Optics Technician		25.06
30395 - Radiation Control Technician		30.65
30461 - Technical Writer I		24.42
30462 - Technical Writer II		29.86
30463 - Technical Writer III		36.13
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23

30501 - Weather Forecaster I		27.76
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.56
30621 - Weather Observer Senior	(see 2)	25.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		16.79
31030 - Bus Driver		21.77
31043 - Driver Courier		16.60
31260 - Parking and Lot Attendant		13.14
31290 - Shuttle Bus Driver		17.74
31310 - Taxi Driver		12.89
31361 - Truckdriver Light		17.74
31362 - Truckdriver Medium		18.80
31363 - Truckdriver Heavy		23.00
31364 - Truckdriver Tractor-Trailer		23.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		10.98
99050 - Desk Clerk		12.51
99095 - Embalmer		28.59
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		13.78
99252 - Laboratory Animal Caretaker II		14.73
99260 - Marketing Analyst		31.90
99310 - Mortician		28.59
99410 - Pest Controller		22.19
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		16.10
99711 - Recycling Specialist		18.35
99730 - Refuse Collector		14.88
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		15.82
99830 - Survey Party Chief		22.88
99831 - Surveying Aide		13.93
99832 - Surveying Technician		20.81
99840 - Vending Machine Attendant		19.59
99841 - Vending Machine Repairer		23.44
99842 - Vending Machine Repairer Helper		19.59

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther

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

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

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

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

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

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

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

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4021
Revision No.: 16
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CARROLL COUNTY: Albany Bartlett Chatham Conway-intervale-kearsarge Eaton Effingham Freedom Hale's Location Hart's Location Jackson Madison Ossipee Sandwich Tamworth Wakefield

COOS COUNTY: Atkinson and Gilmanton Academy Beans grant Beans purchase Berlin Cambridge Carroll Chandlers purchase Clarksville Colebrook College Columbia Crawfords purchase Cutts Dalton Dixs Dixville Dummer Errol Ervings Grant Greens grant Jefferson Kilkenny Lancaster Low and Burbanks grant Martins location Milan Millsfield Northumberland-groveton Odell Pinkhams grant Pittsburg Randolph Sargents purchase Shelborne Stark Stewartstown Stratford Success Thompson and Meserves purchase Wentworth location Whitefield

GRAFTON COUNTY: Bath Benton Bethlehem Easton Franconia Haverhill Landaff Lisbon Littleton Livermore Lyman Monroe Sugar Hill Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.35
01012 - Accounting Clerk II		16.11
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		27.52
01035 - Court Reporter		17.93
01041 - Customer Service Representative I		12.42
01042 - Customer Service Representative II		13.56
01043 - Customer Service Representative III		15.23
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.27
01090 - Duplicating Machine Operator		14.27
01111 - General Clerk I		13.89
01112 - General Clerk II		15.15
01113 - General Clerk III		17.02
01120 - Housing Referral Assistant		19.98
01141 - Messenger Courier		11.87
01191 - Order Clerk I		13.08
01192 - Order Clerk II		14.27
01261 - Personnel Assistant (Employment) I		16.02
01262 - Personnel Assistant (Employment) II		17.93
01263 - Personnel Assistant (Employment) III		19.98
01270 - Production Control Clerk		23.94
01290 - Rental Clerk		16.42
01300 - Scheduler Maintenance		16.02
01311 - Secretary I		16.02
01312 - Secretary II		17.93
01313 - Secretary III		19.98
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		27.52
01420 - Survey Worker		16.03
01460 - Switchboard Operator/Receptionist		13.93
01531 - Travel Clerk I		14.38
01532 - Travel Clerk II		15.55
01533 - Travel Clerk III		16.71
01611 - Word Processor I		14.27
01612 - Word Processor II		16.02
01613 - Word Processor III		17.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		19.30
05010 - Automotive Electrician		18.69
05040 - Automotive Glass Installer		17.79
05070 - Automotive Worker		17.72
05110 - Mobile Equipment Servicer		15.80
05130 - Motor Equipment Metal Mechanic		19.63

05160 - Motor Equipment Metal Worker 17.72
05190 - Motor Vehicle Mechanic 19.30
05220 - Motor Vehicle Mechanic Helper 14.90
05250 - Motor Vehicle Upholstery Worker 16.77
05280 - Motor Vehicle Wrecker 17.72
05310 - Painter Automotive 20.31
05340 - Radiator Repair Specialist 17.72
05370 - Tire Repairer 14.82
05400 - Transmission Repair Specialist 19.63
07000 - Food Preparation And Service Occupations
07010 - Baker 14.51
07041 - Cook I 16.74
07042 - Cook II 18.74
07070 - Dishwasher 10.54
07130 - Food Service Worker 13.58
07210 - Meat Cutter 18.92
07260 - Waiter/Waitress 11.58
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.61
09040 - Furniture Handler 16.71
09080 - Furniture Refinisher 24.17
09090 - Furniture Refinisher Helper 19.18
09110 - Furniture Repairer Minor 21.68
09130 - Upholsterer 24.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.37
11060 - Elevator Operator 15.05
11090 - Gardener 17.52
11122 - Housekeeping Aide 15.05
11150 - Janitor 15.05
11210 - Laborer Grounds Maintenance 14.31
11240 - Maid or Houseman 12.98
11260 - Pruner 13.23
11270 - Tractor Operator 16.39
11330 - Trail Maintenance Worker 14.31
11360 - Window Cleaner 16.28
12000 - Health Occupations
12010 - Ambulance Driver 18.48
12011 - Breath Alcohol Technician 22.00
12012 - Certified Occupational Therapist Assistant 30.52
12015 - Certified Physical Therapist Assistant 30.52
12020 - Dental Assistant 22.36
12025 - Dental Hygienist 38.05
12030 - EKG Technician 33.71
12035 - Electroneurodiagnostic Technologist 33.71
12040 - Emergency Medical Technician 18.48
12071 - Licensed Practical Nurse I 19.88
12072 - Licensed Practical Nurse II 22.25
12073 - Licensed Practical Nurse III 24.80
12100 - Medical Assistant 18.17

12130 - Medical Laboratory Technician 28.14
12160 - Medical Record Clerk 16.95
12190 - Medical Record Technician 20.10
12195 - Medical Transcriptionist 19.88
12210 - Nuclear Medicine Technologist 48.88
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 22.25
12236 - Optical Technician 19.88
12250 - Pharmacy Technician 15.48
12280 - Phlebotomist 19.67
12305 - Radiologic Technologist 29.82
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.02
12315 - Registered Nurse III Anesthetist 35.02
12316 - Registered Nurse IV 41.97
12317 - Scheduler (Drug and Alcohol Testing) 27.55
12320 - Substance Abuse Treatment Counselor 23.93
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.49
13012 - Exhibits Specialist II 20.40
13013 - Exhibits Specialist III 24.95
13041 - Illustrator I 16.46
13042 - Illustrator II 20.40
13043 - Illustrator III 24.95
13047 - Librarian 22.58
13050 - Library Aide/Clerk 13.30
13054 - Library Information Technology Systems Administrator 20.40
13058 - Library Technician 14.49
13061 - Media Specialist I 14.71
13062 - Media Specialist II 16.46
13063 - Media Specialist III 18.36
13071 - Photographer I 14.95
13072 - Photographer II 16.73
13073 - Photographer III 20.72
13074 - Photographer IV 25.35
13075 - Photographer V 30.67
13090 - Technical Order Library Clerk 16.71
13110 - Video Teleconference Technician 18.04
14000 - Information Technology Occupations
14041 - Computer Operator I 16.60
14042 - Computer Operator II 18.57
14043 - Computer Operator III 20.71
14044 - Computer Operator IV 23.00
14045 - Computer Operator V 25.48

14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		25.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		24.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.94
15086 - Maintenance Test Pilot Rotary Wing		45.94
15088 - Non-Maintenance Test/Co-Pilot		45.94
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.23
19040 - Tool And Die Maker		28.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.15
21030 - Material Coordinator		23.94
21040 - Material Expediter		23.94
21050 - Material Handling Laborer		13.84
21071 - Order Filler		14.00
21080 - Production Line Worker (Food Processing)		19.15
21110 - Shipping Packer		16.35
21130 - Shipping/Receiving Clerk		16.35
21140 - Store Worker I		14.95

21150 - Stock Clerk 18.73
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.43
23019 - Aircraft Logs and Records Technician 21.79
23021 - Aircraft Mechanic I 26.16
23022 - Aircraft Mechanic II 27.43
23023 - Aircraft Mechanic III 28.67
23040 - Aircraft Mechanic Helper 19.18
23050 - Aircraft Painter 24.23
23060 - Aircraft Servicer 21.79
23070 - Aircraft Survival Flight Equipment Technician 24.23
23080 - Aircraft Worker 23.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.16
23110 - Appliance Mechanic 24.23
23120 - Bicycle Repairer 19.75
23125 - Cable Splicer 30.86
23130 - Carpenter Maintenance 22.32
23140 - Carpet Layer 23.05
23160 - Electrician Maintenance 27.83
23181 - Electronics Technician Maintenance I 23.71
23182 - Electronics Technician Maintenance II 25.24
23183 - Electronics Technician Maintenance III 26.45
23260 - Fabric Worker 21.79
23290 - Fire Alarm System Mechanic 25.45
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 25.45
23312 - Fuel Distribution System Operator 20.56
23370 - General Maintenance Worker 17.53
23380 - Ground Support Equipment Mechanic 26.16
23381 - Ground Support Equipment Servicer 21.79
23382 - Ground Support Equipment Worker 23.05
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.05
23393 - Gunsmith III 25.45
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.85
23430 - Heavy Equipment Mechanic 25.67
23440 - Heavy Equipment Operator 22.04
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.23
23470 - Laborer 13.84
23510 - Locksmith 24.23
23530 - Machinery Maintenance Mechanic 23.79

23550 - Machinist Maintenance	21.93
23580 - Maintenance Trades Helper	14.48
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.64
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.23
23760 - Painter Maintenance	18.32
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.97
23820 - Pneudraulic Systems Mechanic	25.45
23850 - Rigger	25.45
23870 - Scale Mechanic	23.05
23890 - Sheet-Metal Worker Maintenance	25.45
23910 - Small Engine Mechanic	19.81
23931 - Telecommunications Mechanic I	26.45
23932 - Telecommunications Mechanic II	27.58
23950 - Telephone Lineman	31.14
23960 - Welder Combination Maintenance	23.02
23965 - Well Driller	25.45
23970 - Woodcraft Worker	25.45
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	15.22
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	12.93
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	15.22
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.45
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	25.45
25190 - Ventilation Equipment Tender	18.02
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.29
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	23.10
27010 - Court Security Officer	21.22
27030 - Detection Dog Handler	17.16
27040 - Detention Officer	23.10
27070 - Firefighter	21.17
27101 - Guard I	15.35
27102 - Guard II	17.16
27131 - Police Officer I	24.33
27132 - Police Officer II	27.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56

28042 - Carnival Equipment Repairer 13.42
28043 - Carnival Worker 10.14
28210 - Gate Attendant/Gate Tender 17.88
28310 - Lifeguard 15.29
28350 - Park Attendant (Aide) 19.99
28510 - Recreation Aide/Health Facility Attendant 14.60
28515 - Recreation Specialist 23.78
28630 - Sports Official 15.93
28690 - Swimming Pool Operator 17.64
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.05
29020 - Hatch Tender 23.05
29030 - Line Handler 23.05
29041 - Stevedore I 22.32
29042 - Stevedore II 24.89
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 17.71
30022 - Archeological Technician II 19.81
30023 - Archeological Technician III 24.55
30030 - Cartographic Technician 24.55
30040 - Civil Engineering Technician 25.22
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 17.71
30062 - Drafter/CAD Operator II 19.81
30063 - Drafter/CAD Operator III 22.09
30064 - Drafter/CAD Operator IV 27.17
30081 - Engineering Technician I 15.12
30082 - Engineering Technician II 16.97
30083 - Engineering Technician III 21.45
30084 - Engineering Technician IV 23.52
30085 - Engineering Technician V 28.77
30086 - Engineering Technician VI 34.81
30090 - Environmental Technician 18.38
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 22.09
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 24.55
30361 - Paralegal/Legal Assistant I 18.49
30362 - Paralegal/Legal Assistant II 22.91
30363 - Paralegal/Legal Assistant III 28.02
30364 - Paralegal/Legal Assistant IV 33.91
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 23.62

30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.42
31030 - Bus Driver		19.20
31043 - Driver Courier		16.52
31260 - Parking and Lot Attendant		13.34
31290 - Shuttle Bus Driver		16.03
31310 - Taxi Driver		14.86
31361 - Truckdriver Light		17.63
31362 - Truckdriver Medium		18.71
31363 - Truckdriver Heavy		20.28
31364 - Truckdriver Tractor-Trailer		20.28
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.32
99050 - Desk Clerk		13.93
99095 - Embalmer		28.59
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		18.02
99252 - Laboratory Animal Caretaker II		19.15
99260 - Marketing Analyst		27.15
99310 - Mortician		28.59
99410 - Pest Controller		22.61
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		16.93
99711 - Recycling Specialist		19.39
99730 - Refuse Collector		15.65
99810 - Sales Clerk		12.45
99820 - School Crossing Guard		16.11
99830 - Survey Party Chief		18.59
99831 - Surveying Aide		11.30
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		19.96
99841 - Vending Machine Repairer		23.89
99842 - Vending Machine Repairer Helper		19.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4022
Revision No.: 15
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CARROLL COUNTY: Albany Bartlett Chatham Conway-intervale-kearsarge Eaton Effingham Freedom Hale's Location Hart's Location Jackson Madison Ossipee Sandwich Tamworth Wakefield

COOS COUNTY: Atkinson and Gilmanton Academy Beans grant Beans purchase Berlin Cambridge Carroll Chandlers purchase Clarksville Colebrook College Columbia Crawfords purchase Cutts Dalton Dixs Dixville Dummer Errol Ervings Grant Greens grant Jefferson Kilkenny Lancaster Low and Burbanks grant Martins location Milan Millsfield Northumberland-groveton Odell Pinkhams grant Pittsburg Randolph Sargents purchase Shelborne Stark Stewartstown Stratford Success Thompson and Meserves purchase Wentworth location Whitefield

GRAFTON COUNTY: Bath Benton Bethlehem Easton Franconia Haverhill Landaff Lisbon Littleton Livermore Lyman Monroe Sugar Hill Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.35
01012 - Accounting Clerk II		16.11
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		27.20
01035 - Court Reporter		17.93
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.15
01043 - Customer Service Representative III		14.35
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.27
01060 - Dispatcher Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.27
01090 - Duplicating Machine Operator		14.27
01111 - General Clerk I		13.79
01112 - General Clerk II		15.04
01113 - General Clerk III		16.88
01120 - Housing Referral Assistant		19.98
01141 - Messenger Courier		11.87
01191 - Order Clerk I		13.08
01192 - Order Clerk II		14.27
01261 - Personnel Assistant (Employment) I		16.02
01262 - Personnel Assistant (Employment) II		17.93
01263 - Personnel Assistant (Employment) III		19.98
01270 - Production Control Clerk		23.94
01290 - Rental Clerk		16.42
01300 - Scheduler Maintenance		16.02
01311 - Secretary I		16.02
01312 - Secretary II		17.93
01313 - Secretary III		19.98
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		27.20
01420 - Survey Worker		15.21
01460 - Switchboard Operator/Receptionist		13.93
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		14.27
01612 - Word Processor II		16.02
01613 - Word Processor III		17.93
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		19.30
05010 - Automotive Electrician		18.69
05040 - Automotive Glass Installer		17.79

05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	14.82
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	15.68
07042 - Cook II	17.59
07070 - Dishwasher	10.54
07130 - Food Service Worker	12.83
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	10.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.46
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	21.97
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.71
09130 - Upholsterer	21.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	14.54
11090 - Gardener	17.25
11122 - Housekeeping Aide	14.54
11150 - Janitor	14.54
11210 - Laborer Grounds Maintenance	14.06
11240 - Maid or Houseman	12.26
11260 - Pruner	13.01
11270 - Tractor Operator	16.22
11330 - Trail Maintenance Worker	14.06
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	21.69
12012 - Certified Occupational Therapist Assistant	30.52
12015 - Certified Physical Therapist Assistant	30.52
12020 - Dental Assistant	20.33
12025 - Dental Hygienist	38.05
12030 - EKG Technician	33.71
12035 - Electroneurodiagnostic Technologist	33.71
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	19.88

12072 - Licensed Practical Nurse II 22.25
12073 - Licensed Practical Nurse III 24.80
12100 - Medical Assistant 17.66
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 18.96
12195 - Medical Transcriptionist 19.88
12210 - Nuclear Medicine Technologist 48.88
12221 - Nursing Assistant I 11.27
12222 - Nursing Assistant II 12.67
12223 - Nursing Assistant III 13.82
12224 - Nursing Assistant IV 15.52
12235 - Optical Dispenser 22.25
12236 - Optical Technician 19.88
12250 - Pharmacy Technician 14.07
12280 - Phlebotomist 18.78
12305 - Radiologic Technologist 29.82
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.02
12315 - Registered Nurse III Anesthetist 35.02
12316 - Registered Nurse IV 41.97
12317 - Scheduler (Drug and Alcohol Testing) 27.55
12320 - Substance Abuse Treatment Counselor 23.93
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.49
13012 - Exhibits Specialist II 20.40
13013 - Exhibits Specialist III 24.95
13041 - Illustrator I 16.46
13042 - Illustrator II 20.40
13043 - Illustrator III 24.95
13047 - Librarian 22.58
13050 - Library Aide/Clerk 12.97
13054 - Library Information Technology Systems Administrator 20.40
13058 - Library Technician 14.49
13061 - Media Specialist I 14.71
13062 - Media Specialist II 16.46
13063 - Media Specialist III 18.36
13071 - Photographer I 14.95
13072 - Photographer II 16.73
13073 - Photographer III 20.72
13074 - Photographer IV 25.35
13075 - Photographer V 30.67
13090 - Technical Order Library Clerk 16.30
13110 - Video Teleconference Technician 18.04
14000 - Information Technology Occupations
14041 - Computer Operator I 16.60
14042 - Computer Operator II 18.57

14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		25.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		24.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.94
15086 - Maintenance Test Pilot Rotary Wing		45.94
15088 - Non-Maintenance Test/Co-Pilot		45.94
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.03
19040 - Tool And Die Maker		26.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.15
21030 - Material Coordinator		23.94
21040 - Material Expediter		23.94
21050 - Material Handling Laborer		13.84
21071 - Order Filler		14.00
21080 - Production Line Worker (Food Processing)		19.15

21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 14.64
21150 - Stock Clerk 18.37
21210 - Tools And Parts Attendant 19.15
21410 - Warehouse Specialist 19.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.94
23019 - Aircraft Logs and Records Technician 19.81
23021 - Aircraft Mechanic I 23.78
23022 - Aircraft Mechanic II 24.94
23023 - Aircraft Mechanic III 26.06
23040 - Aircraft Mechanic Helper 17.44
23050 - Aircraft Painter 22.03
23060 - Aircraft Servicer 19.81
23070 - Aircraft Survival Flight Equipment Technician 22.03
23080 - Aircraft Worker 20.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.78
23110 - Appliance Mechanic 22.03
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 28.05
23130 - Carpenter Maintenance 20.80
23140 - Carpet Layer 20.95
23160 - Electrician Maintenance 26.39
23181 - Electronics Technician Maintenance I 21.55
23182 - Electronics Technician Maintenance II 23.50
23183 - Electronics Technician Maintenance III 24.70
23260 - Fabric Worker 19.81
23290 - Fire Alarm System Mechanic 23.14
23310 - Fire Extinguisher Repairer 18.69
23311 - Fuel Distribution System Mechanic 23.14
23312 - Fuel Distribution System Operator 18.69
23370 - General Maintenance Worker 17.53
23380 - Ground Support Equipment Mechanic 23.78
23381 - Ground Support Equipment Servicer 19.81
23382 - Ground Support Equipment Worker 20.95
23391 - Gunsmith I 18.69
23392 - Gunsmith II 20.95
23393 - Gunsmith III 23.14
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.40
23430 - Heavy Equipment Mechanic 23.58
23440 - Heavy Equipment Operator 22.04
23460 - Instrument Mechanic 23.14
23465 - Laboratory/Shelter Mechanic 22.03

23470 - Laborer	13.84
23510 - Locksmith	22.03
23530 - Machinery Maintenance Mechanic	23.79
23550 - Machinist Maintenance	21.93
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	23.14
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	25.13
23640 - Millwright	27.57
23710 - Office Appliance Repairer	22.03
23760 - Painter Maintenance	18.32
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.97
23820 - Pneudraulic Systems Mechanic	23.14
23850 - Rigger	23.14
23870 - Scale Mechanic	20.95
23890 - Sheet-Metal Worker Maintenance	23.14
23910 - Small Engine Mechanic	19.81
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	31.14
23960 - Welder Combination Maintenance	23.02
23965 - Well Driller	23.14
23970 - Woodcraft Worker	23.14
23980 - Woodworker	18.69
24000 - Personal Needs Occupations	
24550 - Case Manager	13.84
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	11.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	13.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.08
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	17.44
25210 - Water Treatment Plant Operator	23.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.26
27007 - Baggage Inspector	14.31
27008 - Corrections Officer	23.10
27010 - Court Security Officer	21.22
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	23.10
27070 - Firefighter	21.05
27101 - Guard I	14.31
27102 - Guard II	16.60
27131 - Police Officer I	23.04

27132 - Police Officer II	25.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	16.25
28310 - Lifeguard	13.90
28350 - Park Attendant (Aide)	18.17
28510 - Recreation Aide/Health Facility Attendant	13.27
28515 - Recreation Specialist	21.62
28630 - Sports Official	14.48
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.95
29020 - Hatch Tender	20.95
29030 - Line Handler	20.95
29041 - Stevedore I	20.29
29042 - Stevedore II	22.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.81
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	25.22
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.81
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	27.17
30081 - Engineering Technician I	15.12
30082 - Engineering Technician II	16.97
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	23.52
30085 - Engineering Technician V	28.77
30086 - Engineering Technician VI	34.81
30090 - Environmental Technician	18.38
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	22.09
30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	17.87
30362 - Paralegal/Legal Assistant II	22.13
30363 - Paralegal/Legal Assistant III	27.08
30364 - Paralegal/Legal Assistant IV	32.75
30375 - Petroleum Supply Specialist	23.46

30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.95
31030 - Bus Driver		18.09
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		12.90
31290 - Shuttle Bus Driver		16.03
31310 - Taxi Driver		13.51
31361 - Truckdriver Light		16.03
31362 - Truckdriver Medium		17.10
31363 - Truckdriver Heavy		18.92
31364 - Truckdriver Tractor-Trailer		18.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		10.58
99050 - Desk Clerk		13.27
99095 - Embalmer		28.59
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		16.38
99252 - Laboratory Animal Caretaker II		17.41
99260 - Marketing Analyst		27.15
99310 - Mortician		28.59
99410 - Pest Controller		22.19
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		16.47
99711 - Recycling Specialist		18.90
99730 - Refuse Collector		15.23
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		15.82
99830 - Survey Party Chief		18.40
99831 - Surveying Aide		11.19
99832 - Surveying Technician		16.73
99840 - Vending Machine Attendant		19.59
99841 - Vending Machine Repairer		23.44
99842 - Vending Machine Repairer Helper		19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the

authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4023
Revision No.: 16
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: Alton Barnstead Belmont Center Harbor Gilford Gilmanton Laconia Meredith Tilton

CARROLL COUNTY: Brookfield Moultonborough Tuftonboro Wolfeboro

HILLSBOROUGH COUNTY: Deering Hillsborough Windsor

MERRIMACK COUNTY: Boscawen Bow Canterbury Chichester Concord Epsom Franklin Henniker Hopkinton Loudon Northfield Pittsfield Salisbury Webster

ROCKINGHAM COUNTY: Deerfield Northwood Nottingham Raymond

SULLIVAN COUNTY: Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		26.63
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.71
01051 - Data Entry Operator I		15.74
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		21.52
01070 - Document Preparation Clerk		16.68
01090 - Duplicating Machine Operator		16.68
01111 - General Clerk I		14.63
01112 - General Clerk II		15.96
01113 - General Clerk III		17.93
01120 - Housing Referral Assistant		22.15
01141 - Messenger Courier		13.06
01191 - Order Clerk I		17.69
01192 - Order Clerk II		19.29
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.19
01270 - Production Control Clerk		24.85
01290 - Rental Clerk		17.13
01300 - Scheduler Maintenance		17.77
01311 - Secretary I		17.77
01312 - Secretary II		19.88
01313 - Secretary III		22.15
01320 - Service Order Dispatcher		19.25
01410 - Supply Technician		26.63
01420 - Survey Worker		19.67
01460 - Switchboard Operator/Receptionist		15.09
01531 - Travel Clerk I		17.73
01532 - Travel Clerk II		19.18
01533 - Travel Clerk III		20.68
01611 - Word Processor I		15.83
01612 - Word Processor II		17.77
01613 - Word Processor III		19.88
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		23.35

05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	21.46
05070 - Automotive Worker	21.46
05110 - Mobile Equipment Servicer	19.19
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	21.46
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.86
05250 - Motor Vehicle Upholstery Worker	20.32
05280 - Motor Vehicle Wrecker	21.46
05310 - Painter Automotive	22.35
05340 - Radiator Repair Specialist	21.46
05370 - Tire Repairer	19.19
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.79
07042 - Cook II	18.78
07070 - Dishwasher	11.22
07130 - Food Service Worker	12.40
07210 - Meat Cutter	20.31
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.02
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	22.02
09090 - Furniture Refinisher Helper	17.60
09110 - Furniture Repairer Minor	20.03
09130 - Upholsterer	22.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.74
11060 - Elevator Operator	13.59
11090 - Gardener	20.30
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.92
11260 - Pruner	15.01
11270 - Tractor Operator	18.89
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	24.30
12012 - Certified Occupational Therapist Assistant	33.33
12015 - Certified Physical Therapist Assistant	30.80
12020 - Dental Assistant	23.67
12025 - Dental Hygienist	41.86
12030 - EKG Technician	36.82
12035 - Electroneurodiagnostic Technologist	36.82

12040 - Emergency Medical Technician 20.33
12071 - Licensed Practical Nurse I 21.73
12072 - Licensed Practical Nurse II 24.30
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 18.26
12130 - Medical Laboratory Technician 28.14
12160 - Medical Record Clerk 16.70
12190 - Medical Record Technician 19.07
12195 - Medical Transcriptionist 21.73
12210 - Nuclear Medicine Technologist 53.39
12221 - Nursing Assistant I 12.66
12222 - Nursing Assistant II 14.23
12223 - Nursing Assistant III 15.53
12224 - Nursing Assistant IV 17.44
12235 - Optical Dispenser 23.58
12236 - Optical Technician 21.73
12250 - Pharmacy Technician 16.45
12280 - Phlebotomist 18.06
12305 - Radiologic Technologist 30.64
12311 - Registered Nurse I 24.41
12312 - Registered Nurse II 29.86
12313 - Registered Nurse II Specialist 29.86
12314 - Registered Nurse III 36.13
12315 - Registered Nurse III Anesthetist 36.13
12316 - Registered Nurse IV 43.30
12317 - Scheduler (Drug and Alcohol Testing) 30.10
12320 - Substance Abuse Treatment Counselor 25.49
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.15
13012 - Exhibits Specialist II 23.72
13013 - Exhibits Specialist III 29.02
13041 - Illustrator I 19.15
13042 - Illustrator II 23.72
13043 - Illustrator III 29.02
13047 - Librarian 26.27
13050 - Library Aide/Clerk 13.21
13054 - Library Information Technology Systems Administrator 23.72
13058 - Library Technician 18.23
13061 - Media Specialist I 17.12
13062 - Media Specialist II 19.15
13063 - Media Specialist III 21.34
13071 - Photographer I 17.12
13072 - Photographer II 19.15
13073 - Photographer III 23.72
13074 - Photographer IV 29.02
13075 - Photographer V 35.11
13090 - Technical Order Library Clerk 16.60
13110 - Video Teleconference Technician 18.04
14000 - Information Technology Occupations

14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		28.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.89
15020 - Aircrew Training Devices Instructor (Rated)		41.01
15030 - Air Crew Training Devices Instructor (Pilot)		49.14
15050 - Computer Based Training Specialist / Instructor		33.89
15060 - Educational Technologist		37.01
15070 - Flight Instructor (Pilot)		49.14
15080 - Graphic Artist		21.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.86
15086 - Maintenance Test Pilot Rotary Wing		45.86
15088 - Non-Maintenance Test/Co-Pilot		45.86
15090 - Technical Instructor		22.86
15095 - Technical Instructor/Course Developer		27.96
15110 - Test Proctor		18.45
15120 - Tutor		18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.92
19040 - Tool And Die Maker		28.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.29
21030 - Material Coordinator		24.85
21040 - Material Expediter		24.85
21050 - Material Handling Laborer		15.39

21071 - Order Filler 14.10
21080 - Production Line Worker (Food Processing) 21.29
21110 - Shipping Packer 16.43
21130 - Shipping/Receiving Clerk 16.43
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.14
21210 - Tools And Parts Attendant 21.29
21410 - Warehouse Specialist 21.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.97
23019 - Aircraft Logs and Records Technician 22.66
23021 - Aircraft Mechanic I 26.02
23022 - Aircraft Mechanic II 26.97
23023 - Aircraft Mechanic III 27.91
23040 - Aircraft Mechanic Helper 19.91
23050 - Aircraft Painter 24.92
23060 - Aircraft Servicer 22.66
23070 - Aircraft Survival Flight Equipment Technician 24.92
23080 - Aircraft Worker 23.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.02
23110 - Appliance Mechanic 24.92
23120 - Bicycle Repairer 21.40
23125 - Cable Splicer 37.35
23130 - Carpenter Maintenance 23.88
23140 - Carpet Layer 23.93
23160 - Electrician Maintenance 25.94
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.53
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 22.66
23290 - Fire Alarm System Mechanic 26.02
23310 - Fire Extinguisher Repairer 21.40
23311 - Fuel Distribution System Mechanic 26.02
23312 - Fuel Distribution System Operator 21.40
23370 - General Maintenance Worker 20.99
23380 - Ground Support Equipment Mechanic 26.02
23381 - Ground Support Equipment Servicer 22.66
23382 - Ground Support Equipment Worker 23.93
23391 - Gunsmith I 21.40
23392 - Gunsmith II 23.93
23393 - Gunsmith III 26.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.38
23430 - Heavy Equipment Mechanic 25.38
23440 - Heavy Equipment Operator 26.78

23460 - Instrument Mechanic 26.02
23465 - Laboratory/Shelter Mechanic 24.92
23470 - Laborer 15.39
23510 - Locksmith 24.92
23530 - Machinery Maintenance Mechanic 28.46
23550 - Machinist Maintenance 23.98
23580 - Maintenance Trades Helper 15.88
23591 - Metrology Technician I 26.02
23592 - Metrology Technician II 26.97
23593 - Metrology Technician III 27.91
23640 - Millwright 27.57
23710 - Office Appliance Repairer 24.92
23760 - Painter Maintenance 19.97
23790 - Pipefitter Maintenance 24.35
23810 - Plumber Maintenance 23.12
23820 - Pneudraulic Systems Mechanic 26.02
23850 - Rigger 25.51
23870 - Scale Mechanic 23.93
23890 - Sheet-Metal Worker Maintenance 26.02
23910 - Small Engine Mechanic 19.61
23931 - Telecommunications Mechanic I 27.24
23932 - Telecommunications Mechanic II 29.81
23950 - Telephone Lineman 29.31
23960 - Welder Combination Maintenance 23.57
23965 - Well Driller 25.85
23970 - Woodcraft Worker 26.02
23980 - Woodworker 21.40
24000 - Personal Needs Occupations
24550 - Case Manager 16.87
24570 - Child Care Attendant 12.34
24580 - Child Care Center Clerk 15.38
24610 - Chore Aide 12.98
24620 - Family Readiness And Support Services Coordinator 16.87
24630 - Homemaker 16.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.02
25040 - Sewage Plant Operator 23.74
25070 - Stationary Engineer 26.02
25190 - Ventilation Equipment Tender 19.79
25210 - Water Treatment Plant Operator 23.74
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.37
27007 - Baggage Inspector 18.32
27008 - Corrections Officer 23.85
27010 - Court Security Officer 21.30
27030 - Detection Dog Handler 20.72
27040 - Detention Officer 23.85
27070 - Firefighter 19.27
27101 - Guard I 18.32

27102 - Guard II	20.72
27131 - Police Officer I	27.46
27132 - Police Officer II	30.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.34
28043 - Carnival Worker	9.94
28210 - Gate Attendant/Gate Tender	17.39
28310 - Lifeguard	15.49
28350 - Park Attendant (Aide)	19.46
28510 - Recreation Aide/Health Facility Attendant	14.20
28515 - Recreation Specialist	23.81
28630 - Sports Official	15.49
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.93
29020 - Hatch Tender	23.93
29030 - Line Handler	23.93
29041 - Stevedore I	22.66
29042 - Stevedore II	24.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.92
30021 - Archeological Technician I	19.23
30022 - Archeological Technician II	21.52
30023 - Archeological Technician III	26.65
30030 - Cartographic Technician	26.65
30040 - Civil Engineering Technician	26.65
30051 - Cryogenic Technician I	29.52
30052 - Cryogenic Technician II	32.61
30061 - Drafter/CAD Operator I	19.23
30062 - Drafter/CAD Operator II	21.52
30063 - Drafter/CAD Operator III	23.99
30064 - Drafter/CAD Operator IV	29.52
30081 - Engineering Technician I	15.75
30082 - Engineering Technician II	17.68
30083 - Engineering Technician III	21.45
30084 - Engineering Technician IV	24.50
30085 - Engineering Technician V	29.97
30086 - Engineering Technician VI	36.27
30090 - Environmental Technician	23.88
30095 - Evidence Control Specialist	26.65
30210 - Laboratory Technician	23.99
30221 - Latent Fingerprint Technician I	29.52
30222 - Latent Fingerprint Technician II	32.61
30240 - Mathematical Technician	26.65
30361 - Paralegal/Legal Assistant I	20.93
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant III	31.71

30364 - Paralegal/Legal Assistant IV		38.37
30375 - Petroleum Supply Specialist		32.61
30390 - Photo-Optics Technician		26.65
30395 - Radiation Control Technician		32.61
30461 - Technical Writer I		26.65
30462 - Technical Writer II		32.61
30463 - Technical Writer III		39.45
30491 - Unexploded Ordnance (UXO) Technician I		28.39
30492 - Unexploded Ordnance (UXO) Technician II		34.35
30493 - Unexploded Ordnance (UXO) Technician III		41.17
30494 - Unexploded (UXO) Safety Escort		28.39
30495 - Unexploded (UXO) Sweep Personnel		28.39
30501 - Weather Forecaster I		29.52
30502 - Weather Forecaster II		35.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	26.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.35
31020 - Bus Aide		16.55
31030 - Bus Driver		22.32
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		12.70
31290 - Shuttle Bus Driver		14.84
31310 - Taxi Driver		13.82
31361 - Truckdriver Light		14.57
31362 - Truckdriver Medium		15.55
31363 - Truckdriver Heavy		23.57
31364 - Truckdriver Tractor-Trailer		23.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.74
99030 - Cashier		11.36
99050 - Desk Clerk		12.25
99095 - Embalmer		28.59
99130 - Flight Follower		28.39
99251 - Laboratory Animal Caretaker I		13.71
99252 - Laboratory Animal Caretaker II		14.73
99260 - Marketing Analyst		35.20
99310 - Mortician		28.59
99410 - Pest Controller		22.09
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		19.34
99711 - Recycling Specialist		22.21
99730 - Refuse Collector		17.88
99810 - Sales Clerk		12.43
99820 - School Crossing Guard		17.80
99830 - Survey Party Chief		26.21
99831 - Surveying Aide		15.96
99832 - Surveying Technician		23.84
99840 - Vending Machine Attendant		19.41

99841 - Vending Machine Repairer	23.33
99842 - Vending Machine Repairer Helper	19.41

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized

representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4024
Revision No.: 15
Date Of Last Revision: 04/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: Alton Barnstead Belmont Center Harbor Gilford Gilmanton Laconia Meredith Tilton

CARROLL COUNTY: Brookfield Moultonborough Tuftonboro Wolfeboro

HILLSBOROUGH COUNTY: Deering Hillsborough Windsor

MERRIMACK COUNTY: Boscawen Bow Canterbury Chichester Concord Epsom Franklin Henniker Hopkinton Loudon Northfield Pittsfield Salisbury Webster

ROCKINGHAM COUNTY: Deerfield Northwood Nottingham Raymond

SULLIVAN COUNTY: Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.84
01012 - Accounting Clerk II		17.78
01013 - Accounting Clerk III		19.90
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.67
01042 - Customer Service Representative II		15.37
01043 - Customer Service Representative III		16.77
01051 - Data Entry Operator I		15.74
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		20.74
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		14.49
01112 - General Clerk II		15.80
01113 - General Clerk III		17.74
01120 - Housing Referral Assistant		20.14
01141 - Messenger Courier		13.06
01191 - Order Clerk I		16.08
01192 - Order Clerk II		17.54
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.53
01263 - Personnel Assistant (Employment) III		20.66
01270 - Production Control Clerk		24.85
01290 - Rental Clerk		15.57
01300 - Scheduler Maintenance		16.15
01311 - Secretary I		16.15
01312 - Secretary II		18.07
01313 - Secretary III		20.14
01320 - Service Order Dispatcher		18.53
01410 - Supply Technician		25.39
01420 - Survey Worker		17.88
01460 - Switchboard Operator/Receptionist		13.72
01531 - Travel Clerk I		17.73
01532 - Travel Clerk II		19.18
01533 - Travel Clerk III		20.68
01611 - Word Processor I		14.39
01612 - Word Processor II		16.15

01613 - Word Processor III	18.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.23
05010 - Automotive Electrician	21.81
05040 - Automotive Glass Installer	20.95
05070 - Automotive Worker	20.95
05110 - Mobile Equipment Servicer	18.73
05130 - Motor Equipment Metal Mechanic	22.77
05160 - Motor Equipment Metal Worker	20.95
05190 - Motor Vehicle Mechanic	22.77
05220 - Motor Vehicle Mechanic Helper	17.43
05250 - Motor Vehicle Upholstery Worker	19.83
05280 - Motor Vehicle Wrecker	20.95
05310 - Painter Automotive	21.81
05340 - Radiator Repair Specialist	20.95
05370 - Tire Repairer	18.73
05400 - Transmission Repair Specialist	22.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.38
07042 - Cook II	18.04
07070 - Dishwasher	10.20
07130 - Food Service Worker	11.66
07210 - Meat Cutter	19.71
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.43
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	20.43
09090 - Furniture Refinisher Helper	16.43
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	20.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.40
11060 - Elevator Operator	13.40
11090 - Gardener	20.30
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.30
11260 - Pruner	15.01
11270 - Tractor Operator	18.89
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	22.66
12012 - Certified Occupational Therapist Assistant	32.11
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	23.67

12025 - Dental Hygienist 41.86
12030 - EKG Technician 35.46
12035 - Electroneurodiagnostic Technologist 35.46
12040 - Emergency Medical Technician 20.33
12071 - Licensed Practical Nurse I 20.91
12072 - Licensed Practical Nurse II 23.40
12073 - Licensed Practical Nurse III 26.09
12100 - Medical Assistant 17.75
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 15.18
12190 - Medical Record Technician 18.69
12195 - Medical Transcriptionist 20.91
12210 - Nuclear Medicine Technologist 51.42
12221 - Nursing Assistant I 11.51
12222 - Nursing Assistant II 12.94
12223 - Nursing Assistant III 14.12
12224 - Nursing Assistant IV 15.85
12235 - Optical Dispenser 21.44
12236 - Optical Technician 20.91
12250 - Pharmacy Technician 15.23
12280 - Phlebotomist 18.06
12305 - Radiologic Technologist 29.69
12311 - Registered Nurse I 23.73
12312 - Registered Nurse II 29.03
12313 - Registered Nurse II Specialist 29.03
12314 - Registered Nurse III 35.12
12315 - Registered Nurse III Anesthetist 35.12
12316 - Registered Nurse IV 42.09
12317 - Scheduler (Drug and Alcohol Testing) 28.99
12320 - Substance Abuse Treatment Counselor 25.49
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.53
13012 - Exhibits Specialist II 22.95
13013 - Exhibits Specialist III 28.07
13041 - Illustrator I 18.53
13042 - Illustrator II 22.95
13043 - Illustrator III 28.07
13047 - Librarian 25.42
13050 - Library Aide/Clerk 13.21
13054 - Library Information Technology Systems Administrator 22.95
13058 - Library Technician 17.75
13061 - Media Specialist I 16.56
13062 - Media Specialist II 18.53
13063 - Media Specialist III 20.66
13071 - Photographer I 16.56
13072 - Photographer II 18.53
13073 - Photographer III 22.95
13074 - Photographer IV 28.07
13075 - Photographer V 33.97

13090 - Technical Order Library Clerk		16.60
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		28.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		34.69
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		21.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.69
15086 - Maintenance Test Pilot Rotary Wing		41.69
15088 - Non-Maintenance Test/Co-Pilot		41.69
15090 - Technical Instructor		22.86
15095 - Technical Instructor/Course Developer		27.96
15110 - Test Proctor		18.45
15120 - Tutor		18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.09
19040 - Tool And Die Maker		26.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.52

21030 - Material Coordinator 24.85
21040 - Material Expediter 24.85
21050 - Material Handling Laborer 15.18
21071 - Order Filler 14.10
21080 - Production Line Worker (Food Processing) 19.52
21110 - Shipping Packer 15.85
21130 - Shipping/Receiving Clerk 15.85
21140 - Store Worker I 14.00
21150 - Stock Clerk 17.89
21210 - Tools And Parts Attendant 19.52
21410 - Warehouse Specialist 19.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.80
23019 - Aircraft Logs and Records Technician 22.51
23021 - Aircraft Mechanic I 25.85
23022 - Aircraft Mechanic II 26.80
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 19.79
23050 - Aircraft Painter 24.76
23060 - Aircraft Servicer 22.51
23070 - Aircraft Survival Flight Equipment Technician 24.76
23080 - Aircraft Worker 23.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.85
23110 - Appliance Mechanic 24.76
23120 - Bicycle Repairer 19.74
23125 - Cable Splicer 33.95
23130 - Carpenter Maintenance 22.88
23140 - Carpet Layer 21.91
23160 - Electrician Maintenance 25.94
23181 - Electronics Technician Maintenance I 23.33
23182 - Electronics Technician Maintenance II 24.29
23183 - Electronics Technician Maintenance III 25.36
23260 - Fabric Worker 22.51
23290 - Fire Alarm System Mechanic 25.85
23310 - Fire Extinguisher Repairer 21.26
23311 - Fuel Distribution System Mechanic 25.85
23312 - Fuel Distribution System Operator 21.26
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 25.85
23381 - Ground Support Equipment Servicer 22.51
23382 - Ground Support Equipment Worker 23.78
23391 - Gunsmith I 21.26
23392 - Gunsmith II 23.78
23393 - Gunsmith III 25.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.41
23411 - Heating Ventilation And Air Contidioning 26.35

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.38
23440 - Heavy Equipment Operator	25.33
23460 - Instrument Mechanic	25.85
23465 - Laboratory/Shelter Mechanic	24.76
23470 - Laborer	15.18
23510 - Locksmith	24.76
23530 - Machinery Maintenance Mechanic	26.80
23550 - Machinist Maintenance	22.48
23580 - Maintenance Trades Helper	15.13
23591 - Metrology Technician I	25.85
23592 - Metrology Technician II	26.80
23593 - Metrology Technician III	27.73
23640 - Millwright	27.57
23710 - Office Appliance Repairer	23.30
23760 - Painter Maintenance	19.97
23790 - Pipefitter Maintenance	24.35
23810 - Plumber Maintenance	23.12
23820 - Pneudraulic Systems Mechanic	25.85
23850 - Rigger	23.19
23870 - Scale Mechanic	23.78
23890 - Sheet-Metal Worker Maintenance	25.85
23910 - Small Engine Mechanic	19.61
23931 - Telecommunications Mechanic I	24.76
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	29.31
23960 - Welder Combination Maintenance	22.68
23965 - Well Driller	25.85
23970 - Woodcraft Worker	25.85
23980 - Woodworker	21.26
24000 - Personal Needs Occupations	
24550 - Case Manager	16.33
24570 - Child Care Attendant	11.48
24580 - Child Care Center Clerk	14.32
24610 - Chore Aide	12.98
24620 - Family Readiness And Support Services Coordinator	16.33
24630 - Homemaker	16.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.85
25040 - Sewage Plant Operator	23.20
25070 - Stationary Engineer	25.85
25190 - Ventilation Equipment Tender	19.79
25210 - Water Treatment Plant Operator	23.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.73
27007 - Baggage Inspector	16.65
27008 - Corrections Officer	23.36
27010 - Court Security Officer	21.29
27030 - Detection Dog Handler	18.85

27040 - Detention Officer		23.36
27070 - Firefighter		19.27
27101 - Guard I		16.65
27102 - Guard II		18.85
27131 - Police Officer I		26.24
27132 - Police Officer II		29.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.49
28042 - Carnival Equipment Repairer		13.34
28043 - Carnival Worker		9.94
28210 - Gate Attendant/Gate Tender		17.39
28310 - Lifeguard		15.49
28350 - Park Attendant (Aide)		19.46
28510 - Recreation Aide/Health Facility Attendant		14.20
28515 - Recreation Specialist		23.61
28630 - Sports Official		15.49
28690 - Swimming Pool Operator		17.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.78
29020 - Hatch Tender		23.78
29030 - Line Handler		23.78
29041 - Stevedore I		22.51
29042 - Stevedore II		24.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.84
30021 - Archeological Technician I		19.23
30022 - Archeological Technician II		21.52
30023 - Archeological Technician III		26.65
30030 - Cartographic Technician		26.65
30040 - Civil Engineering Technician		26.65
30051 - Cryogenic Technician I		29.52
30052 - Cryogenic Technician II		32.61
30061 - Drafter/CAD Operator I		19.23
30062 - Drafter/CAD Operator II		21.52
30063 - Drafter/CAD Operator III		23.99
30064 - Drafter/CAD Operator IV		29.52
30081 - Engineering Technician I		15.75
30082 - Engineering Technician II		17.68
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		24.50
30085 - Engineering Technician V		29.97
30086 - Engineering Technician VI		36.27
30090 - Environmental Technician		23.88
30095 - Evidence Control Specialist		26.65
30210 - Laboratory Technician		23.99
30221 - Latent Fingerprint Technician I		29.52
30222 - Latent Fingerprint Technician II		32.61
30240 - Mathematical Technician		26.65

30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.57
30363 - Paralegal/Legal Assistant III		28.83
30364 - Paralegal/Legal Assistant IV		34.88
30375 - Petroleum Supply Specialist		32.61
30390 - Photo-Optics Technician		26.65
30395 - Radiation Control Technician		32.61
30461 - Technical Writer I		26.65
30462 - Technical Writer II		32.61
30463 - Technical Writer III		39.45
30491 - Unexploded Ordnance (UXO) Technician I		25.81
30492 - Unexploded Ordnance (UXO) Technician II		31.23
30493 - Unexploded Ordnance (UXO) Technician III		37.43
30494 - Unexploded (UXO) Safety Escort		25.81
30495 - Unexploded (UXO) Sweep Personnel		25.81
30501 - Weather Forecaster I		29.52
30502 - Weather Forecaster II		35.91
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	26.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.23
31020 - Bus Aide		16.55
31030 - Bus Driver		21.73
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		12.70
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		12.56
31361 - Truckdriver Light		14.57
31362 - Truckdriver Medium		15.55
31363 - Truckdriver Heavy		22.95
31364 - Truckdriver Tractor-Trailer		22.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.22
99030 - Cashier		10.75
99050 - Desk Clerk		12.10
99095 - Embalmer		28.59
99130 - Flight Follower		25.81
99251 - Laboratory Animal Caretaker I		12.46
99252 - Laboratory Animal Caretaker II		13.39
99260 - Marketing Analyst		35.20
99310 - Mortician		28.59
99410 - Pest Controller		21.68
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		19.34
99711 - Recycling Specialist		22.21
99730 - Refuse Collector		17.88
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		16.74
99830 - Survey Party Chief		25.84

99831 - Surveying Aide	15.73
99832 - Surveying Technician	23.50
99840 - Vending Machine Attendant	19.21
99841 - Vending Machine Repairer	22.56
99842 - Vending Machine Repairer Helper	19.21

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading

and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide

classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4025
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: New Hampton Sanbornton

GRAFTON COUNTY: Alexandria Ashland Bridgewater Bristol Campton Canaan Dorchester Ellsworth Enfield Grafton Groton Hanover Hebron Holderness Lebanon Lincoln Lyme Orange Orford Piermont Plymouth Rumney Thornton Waterville Valley Wentworth Woodstock

MERRIMACK COUNTY: Andover Bradford Danbury Hill New London Newbury Sutton Warner Wilmot

SULLIVAN COUNTY: Acworth Charlestown Claremont Cornish Croydon Goshen Grantham Langdon Lempster Newport Plainfield Springfield Sunapee Unity

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.15
01013 - Accounting Clerk III		20.29
01020 - Administrative Assistant		28.11
01035 - Court Reporter		17.61
01041 - Customer Service Representative I		14.85
01042 - Customer Service Representative II		16.20
01043 - Customer Service Representative III		18.20
01051 - Data Entry Operator I		14.56
01052 - Data Entry Operator II		15.90
01060 - Dispatcher Motor Vehicle		20.74
01070 - Document Preparation Clerk		16.72
01090 - Duplicating Machine Operator		16.72
01111 - General Clerk I		16.01
01112 - General Clerk II		17.47
01113 - General Clerk III		19.62
01120 - Housing Referral Assistant		19.63
01141 - Messenger Courier		13.52
01191 - Order Clerk I		17.18
01192 - Order Clerk II		18.75
01261 - Personnel Assistant (Employment) I		16.83
01262 - Personnel Assistant (Employment) II		18.81
01263 - Personnel Assistant (Employment) III		20.97
01270 - Production Control Clerk		26.22
01290 - Rental Clerk		16.69
01300 - Scheduler Maintenance		15.75
01311 - Secretary I		15.75
01312 - Secretary II		17.61
01313 - Secretary III		19.63
01320 - Service Order Dispatcher		18.55
01410 - Supply Technician		28.11
01420 - Survey Worker		18.26
01460 - Switchboard Operator/Receptionist		15.69
01531 - Travel Clerk I		17.88
01532 - Travel Clerk II		19.34
01533 - Travel Clerk III		20.85
01611 - Word Processor I		14.02
01612 - Word Processor II		15.75
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		21.23
05010 - Automotive Electrician		20.10
05040 - Automotive Glass Installer		19.33
05070 - Automotive Worker		19.33
05110 - Mobile Equipment Servicer		17.43
05130 - Motor Equipment Metal Mechanic		20.95
05160 - Motor Equipment Metal Worker		19.33

05190 - Motor Vehicle Mechanic 20.95
05220 - Motor Vehicle Mechanic Helper 16.27
05250 - Motor Vehicle Upholstery Worker 18.44
05280 - Motor Vehicle Wrecker 19.33
05310 - Painter Automotive 20.31
05340 - Radiator Repair Specialist 19.33
05370 - Tire Repairer 15.77
05400 - Transmission Repair Specialist 20.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.11
07041 - Cook I 17.01
07042 - Cook II 18.86
07070 - Dishwasher 10.78
07130 - Food Service Worker 12.85
07210 - Meat Cutter 19.99
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.46
09040 - Furniture Handler 14.33
09080 - Furniture Refinisher 20.46
09090 - Furniture Refinisher Helper 16.56
09110 - Furniture Repairer Minor 18.77
09130 - Upholsterer 20.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.88
11060 - Elevator Operator 15.40
11090 - Gardener 20.53
11122 - Housekeeping Aide 15.40
11150 - Janitor 15.40
11210 - Laborer Grounds Maintenance 16.59
11240 - Maid or Houseman 13.26
11260 - Pruner 15.25
11270 - Tractor Operator 19.17
11330 - Trail Maintenance Worker 16.59
11360 - Window Cleaner 16.76
12000 - Health Occupations
12010 - Ambulance Driver 20.33
12011 - Breath Alcohol Technician 22.98
12012 - Certified Occupational Therapist Assistant 28.72
12015 - Certified Physical Therapist Assistant 29.58
12020 - Dental Assistant 23.84
12025 - Dental Hygienist 44.14
12030 - EKG Technician 34.82
12035 - Electroneurodiagnostic Technologist 34.82
12040 - Emergency Medical Technician 20.33
12071 - Licensed Practical Nurse I 20.55
12072 - Licensed Practical Nurse II 22.98
12073 - Licensed Practical Nurse III 25.61
12100 - Medical Assistant 18.13
12130 - Medical Laboratory Technician 29.77

12160 - Medical Record Clerk		18.38
12190 - Medical Record Technician		21.78
12195 - Medical Transcriptionist		19.28
12210 - Nuclear Medicine Technologist		50.49
12221 - Nursing Assistant I		11.96
12222 - Nursing Assistant II		13.44
12223 - Nursing Assistant III		14.66
12224 - Nursing Assistant IV		16.47
12235 - Optical Dispenser		19.56
12236 - Optical Technician		20.55
12250 - Pharmacy Technician		18.25
12280 - Phlebotomist		17.96
12305 - Radiologic Technologist		31.13
12311 - Registered Nurse I		24.21
12312 - Registered Nurse II		29.62
12313 - Registered Nurse II Specialist		29.62
12314 - Registered Nurse III		35.84
12315 - Registered Nurse III Anesthetist		35.84
12316 - Registered Nurse IV		42.95
12317 - Scheduler (Drug and Alcohol Testing)		28.45
12320 - Substance Abuse Treatment Counselor		25.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.84
13012 - Exhibits Specialist II		25.82
13013 - Exhibits Specialist III		31.57
13041 - Illustrator I		20.84
13042 - Illustrator II		25.82
13043 - Illustrator III		31.57
13047 - Librarian		28.59
13050 - Library Aide/Clerk		14.37
13054 - Library Information Technology Systems Administrator		25.82
13058 - Library Technician		18.36
13061 - Media Specialist I		18.63
13062 - Media Specialist II		20.84
13063 - Media Specialist III		23.24
13071 - Photographer I		18.63
13072 - Photographer II		20.84
13073 - Photographer III		25.82
13074 - Photographer IV		31.57
13075 - Photographer V		38.20
13090 - Technical Order Library Clerk		18.05
13110 - Video Teleconference Technician		18.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.72

14072 - Computer Programmer II	(see 1)	25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		26.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		36.92
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		25.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.22
15086 - Maintenance Test Pilot Rotary Wing		42.22
15088 - Non-Maintenance Test/Co-Pilot		42.22
15090 - Technical Instructor		27.21
15095 - Technical Instructor/Course Developer		33.28
15110 - Test Proctor		21.97
15120 - Tutor		21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.56
19040 - Tool And Die Maker		28.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.50
21030 - Material Coordinator		26.22
21040 - Material Expediter		26.22
21050 - Material Handling Laborer		15.17
21071 - Order Filler		15.08
21080 - Production Line Worker (Food Processing)		19.50
21110 - Shipping Packer		17.47
21130 - Shipping/Receiving Clerk		17.47
21140 - Store Worker I		14.41
21150 - Stock Clerk		18.50

21210 - Tools And Parts Attendant 19.50
21410 - Warehouse Specialist 19.50
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.25
23019 - Aircraft Logs and Records Technician 21.44
23021 - Aircraft Mechanic I 24.36
23022 - Aircraft Mechanic II 25.25
23023 - Aircraft Mechanic III 26.13
23040 - Aircraft Mechanic Helper 18.92
23050 - Aircraft Painter 23.38
23060 - Aircraft Servicer 21.44
23070 - Aircraft Survival Flight Equipment Technician 23.38
23080 - Aircraft Worker 22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.36
23110 - Appliance Mechanic 23.38
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 33.95
23130 - Carpenter Maintenance 22.17
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 26.69
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.85
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.44
23290 - Fire Alarm System Mechanic 26.80
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 24.36
23312 - Fuel Distribution System Operator 20.28
23370 - General Maintenance Worker 21.16
23380 - Ground Support Equipment Mechanic 24.36
23381 - Ground Support Equipment Servicer 21.44
23382 - Ground Support Equipment Worker 22.48
23391 - Gunsmith I 20.28
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.24
23430 - Heavy Equipment Mechanic 26.11
23440 - Heavy Equipment Operator 22.17
23460 - Instrument Mechanic 24.36
23465 - Laboratory/Shelter Mechanic 23.38
23470 - Laborer 15.17
23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 26.02
23550 - Machinist Maintenance 23.43

23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	24.36
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	26.13
23640 - Millwright	27.57
23710 - Office Appliance Repairer	24.90
23760 - Painter Maintenance	20.22
23790 - Pipefitter Maintenance	26.41
23810 - Plumber Maintenance	25.34
23820 - Pneudraulic Systems Mechanic	24.36
23850 - Rigger	24.36
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	24.36
23910 - Small Engine Mechanic	22.35
23931 - Telecommunications Mechanic I	33.21
23932 - Telecommunications Mechanic II	34.42
23950 - Telephone Lineman	31.14
23960 - Welder Combination Maintenance	21.42
23965 - Well Driller	24.36
23970 - Woodcraft Worker	24.36
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	16.79
24570 - Child Care Attendant	13.94
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.59
24620 - Family Readiness And Support Services Coordinator	16.79
24630 - Homemaker	16.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.42
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant Operator	24.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.94
27007 - Baggage Inspector	15.93
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	18.26
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	15.93
27102 - Guard II	18.26
27131 - Police Officer I	23.38
27132 - Police Officer II	25.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.78
28042 - Carnival Equipment Repairer	15.83

28043 - Carnival Worker 11.75
28210 - Gate Attendant/Gate Tender 17.17
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 19.21
28510 - Recreation Aide/Health Facility Attendant 14.02
28515 - Recreation Specialist 23.61
28630 - Sports Official 15.29
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.48
29020 - Hatch Tender 22.48
29030 - Line Handler 22.48
29041 - Stevedore I 21.44
29042 - Stevedore II 23.38
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.84
30021 - Archeological Technician I 17.73
30022 - Archeological Technician II 19.83
30023 - Archeological Technician III 24.57
30030 - Cartographic Technician 24.57
30040 - Civil Engineering Technician 25.22
30051 - Cryogenic Technician I 24.40
30052 - Cryogenic Technician II 26.95
30061 - Drafter/CAD Operator I 17.73
30062 - Drafter/CAD Operator II 19.83
30063 - Drafter/CAD Operator III 22.11
30064 - Drafter/CAD Operator IV 27.21
30081 - Engineering Technician I 15.55
30082 - Engineering Technician II 17.46
30083 - Engineering Technician III 21.45
30084 - Engineering Technician IV 24.19
30085 - Engineering Technician V 29.59
30086 - Engineering Technician VI 35.81
30090 - Environmental Technician 24.23
30095 - Evidence Control Specialist 22.03
30210 - Laboratory Technician 22.11
30221 - Latent Fingerprint Technician I 24.40
30222 - Latent Fingerprint Technician II 26.95
30240 - Mathematical Technician 24.57
30361 - Paralegal/Legal Assistant I 20.85
30362 - Paralegal/Legal Assistant II 25.83
30363 - Paralegal/Legal Assistant III 31.60
30364 - Paralegal/Legal Assistant IV 38.24
30375 - Petroleum Supply Specialist 26.95
30390 - Photo-Optics Technician 24.55
30395 - Radiation Control Technician 26.95
30461 - Technical Writer I 25.93
30462 - Technical Writer II 31.72

30463 - Technical Writer III 38.39
30491 - Unexploded Ordnance (UXO) Technician I 25.81
30492 - Unexploded Ordnance (UXO) Technician II 31.23
30493 - Unexploded Ordnance (UXO) Technician III 37.43
30494 - Unexploded (UXO) Safety Escort 25.81
30495 - Unexploded (UXO) Sweep Personnel 25.81
30501 - Weather Forecaster I 27.21
30502 - Weather Forecaster II 33.10
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.11
30621 - Weather Observer Senior (see 2) 24.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.23
31020 - Bus Aide 15.68
31030 - Bus Driver 21.85
31043 - Driver Courier 14.03
31260 - Parking and Lot Attendant 14.41
31290 - Shuttle Bus Driver 16.03
31310 - Taxi Driver 16.35
31361 - Truckdriver Light 14.57
31362 - Truckdriver Medium 15.55
31363 - Truckdriver Heavy 22.90
31364 - Truckdriver Tractor-Trailer 22.90
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 15.22
99030 - Cashier 11.65
99050 - Desk Clerk 12.48
99095 - Embalmer 28.59
99130 - Flight Follower 25.81
99251 - Laboratory Animal Caretaker I 14.89
99252 - Laboratory Animal Caretaker II 15.83
99260 - Marketing Analyst 30.73
99310 - Mortician 28.59
99410 - Pest Controller 22.48
99510 - Photofinishing Worker 15.03
99710 - Recycling Laborer 16.57
99711 - Recycling Specialist 19.14
99730 - Refuse Collector 15.23
99810 - Sales Clerk 13.34
99820 - School Crossing Guard 15.78
99830 - Survey Party Chief 20.80
99831 - Surveying Aide 12.66
99832 - Surveying Technician 18.92
99840 - Vending Machine Attendant 19.83
99841 - Vending Machine Repairer 23.56
99842 - Vending Machine Repairer Helper 19.83

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4026
Revision No.: 15
Date Of Last Revision: 04/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

BELKNAP COUNTY: New Hampton Sanbornton

GRAFTON COUNTY: Alexandria Ashland Bridgewater Bristol Campton Canaan Dorchester Ellsworth Enfield Grafton Groton Hanover Hebron Holderness Lebanon Lincoln Lyme Orange Orford Piermont Plymouth Rumney Thornton Waterville Valley Wentworth Woodstock

MERRIMACK COUNTY: Andover Bradford Danbury Hill New London Newbury Sutton Warner Wilmot

SULLIVAN COUNTY: Acworth Charlestown Claremont Cornish Croydon Goshen Grantham Langdon Lempster Newport Plainfield Springfield Sunapee Unity

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.54
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		28.05
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.92
01043 - Customer Service Representative III		17.37
01051 - Data Entry Operator I		14.56
01052 - Data Entry Operator II		15.90
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		16.72
01090 - Duplicating Machine Operator		16.72
01111 - General Clerk I		15.21
01112 - General Clerk II		16.59
01113 - General Clerk III		18.62
01120 - Housing Referral Assistant		19.32
01141 - Messenger Courier		13.47
01191 - Order Clerk I		17.11
01192 - Order Clerk II		18.66
01261 - Personnel Assistant (Employment) I		15.86
01262 - Personnel Assistant (Employment) II		17.74
01263 - Personnel Assistant (Employment) III		19.78
01270 - Production Control Clerk		24.80
01290 - Rental Clerk		15.95
01300 - Scheduler Maintenance		15.49
01311 - Secretary I		15.49
01312 - Secretary II		17.33
01313 - Secretary III		19.32
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		28.05
01420 - Survey Worker		17.24
01460 - Switchboard Operator/Receptionist		15.69
01531 - Travel Clerk I		16.69
01532 - Travel Clerk II		18.05
01533 - Travel Clerk III		19.46
01611 - Word Processor I		13.80
01612 - Word Processor II		15.49
01613 - Word Processor III		17.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		19.30
05010 - Automotive Electrician		19.68
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92

05110 - Mobile Equipment Servicer 17.07
05130 - Motor Equipment Metal Mechanic 20.51
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.51
05220 - Motor Vehicle Mechanic Helper 15.93
05250 - Motor Vehicle Upholstery Worker 18.05
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 20.31
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.77
05400 - Transmission Repair Specialist 20.51
07000 - Food Preparation And Service Occupations
07010 - Baker 13.74
07041 - Cook I 16.66
07042 - Cook II 18.78
07070 - Dishwasher 10.67
07130 - Food Service Worker 11.68
07210 - Meat Cutter 19.99
07260 - Waiter/Waitress 10.48
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.46
09040 - Furniture Handler 14.33
09080 - Furniture Refinisher 20.46
09090 - Furniture Refinisher Helper 16.56
09110 - Furniture Repairer Minor 18.77
09130 - Upholsterer 20.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.44
11060 - Elevator Operator 14.44
11090 - Gardener 19.26
11122 - Housekeeping Aide 14.91
11150 - Janitor 14.91
11210 - Laborer Grounds Maintenance 15.56
11240 - Maid or Houseman 12.44
11260 - Pruner 14.30
11270 - Tractor Operator 17.98
11330 - Trail Maintenance Worker 15.56
11360 - Window Cleaner 16.23
12000 - Health Occupations
12010 - Ambulance Driver 20.33
12011 - Breath Alcohol Technician 22.47
12012 - Certified Occupational Therapist Assistant 26.93
12015 - Certified Physical Therapist Assistant 27.99
12020 - Dental Assistant 22.63
12025 - Dental Hygienist 42.60
12030 - EKG Technician 34.05
12035 - Electroneurodiagnostic Technologist 34.05
12040 - Emergency Medical Technician 20.33
12071 - Licensed Practical Nurse I 20.08
12072 - Licensed Practical Nurse II 22.47

12073 - Licensed Practical Nurse III 25.05
12100 - Medical Assistant 17.85
12130 - Medical Laboratory Technician 27.06
12160 - Medical Record Clerk 16.71
12190 - Medical Record Technician 20.57
12195 - Medical Transcriptionist 19.28
12210 - Nuclear Medicine Technologist 49.37
12221 - Nursing Assistant I 11.86
12222 - Nursing Assistant II 13.34
12223 - Nursing Assistant III 14.55
12224 - Nursing Assistant IV 16.33
12235 - Optical Dispenser 19.56
12236 - Optical Technician 20.08
12250 - Pharmacy Technician 17.49
12280 - Phlebotomist 16.33
12305 - Radiologic Technologist 31.13
12311 - Registered Nurse I 24.03
12312 - Registered Nurse II 29.40
12313 - Registered Nurse II Specialist 29.40
12314 - Registered Nurse III 35.57
12315 - Registered Nurse III Anesthetist 35.57
12316 - Registered Nurse IV 42.63
12317 - Scheduler (Drug and Alcohol Testing) 27.83
12320 - Substance Abuse Treatment Counselor 25.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.84
13012 - Exhibits Specialist II 25.82
13013 - Exhibits Specialist III 31.57
13041 - Illustrator I 20.84
13042 - Illustrator II 25.82
13043 - Illustrator III 31.57
13047 - Librarian 28.59
13050 - Library Aide/Clerk 14.37
13054 - Library Information Technology Systems Administrator 25.82
13058 - Library Technician 18.36
13061 - Media Specialist I 18.63
13062 - Media Specialist II 20.84
13063 - Media Specialist III 23.24
13071 - Photographer I 18.63
13072 - Photographer II 20.84
13073 - Photographer III 25.82
13074 - Photographer IV 31.57
13075 - Photographer V 38.20
13090 - Technical Order Library Clerk 18.05
13110 - Video Teleconference Technician 18.63
14000 - Information Technology Occupations
14041 - Computer Operator I 16.60
14042 - Computer Operator II 18.57
14043 - Computer Operator III 20.71

14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.72
14072 - Computer Programmer II	(see 1)	25.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		26.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		33.56
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		25.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.22
15086 - Maintenance Test Pilot Rotary Wing		42.22
15088 - Non-Maintenance Test/Co-Pilot		42.22
15090 - Technical Instructor		27.21
15095 - Technical Instructor/Course Developer		33.28
15110 - Test Proctor		21.97
15120 - Tutor		21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.94
16030 - Counter Attendant		13.94
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.94
16090 - Presser Hand		13.94
16110 - Presser Machine Drycleaning		13.94
16130 - Presser Machine Shirts		13.94
16160 - Presser Machine Wearing Apparel Laundry		13.94
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.49
19040 - Tool And Die Maker		28.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.35
21030 - Material Coordinator		24.80
21040 - Material Expediter		24.80
21050 - Material Handling Laborer		14.08
21071 - Order Filler		15.08
21080 - Production Line Worker (Food Processing)		19.35
21110 - Shipping Packer		17.33

21130 - Shipping/Receiving Clerk 17.33
21140 - Store Worker I 13.95
21150 - Stock Clerk 17.95
21210 - Tools And Parts Attendant 19.35
21410 - Warehouse Specialist 19.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.25
23019 - Aircraft Logs and Records Technician 21.44
23021 - Aircraft Mechanic I 24.36
23022 - Aircraft Mechanic II 25.25
23023 - Aircraft Mechanic III 26.13
23040 - Aircraft Mechanic Helper 18.92
23050 - Aircraft Painter 23.38
23060 - Aircraft Servicer 21.44
23070 - Aircraft Survival Flight Equipment Technician 23.38
23080 - Aircraft Worker 22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.36
23110 - Appliance Mechanic 23.38
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 33.95
23130 - Carpenter Maintenance 21.83
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 24.71
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.85
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.44
23290 - Fire Alarm System Mechanic 24.36
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 24.36
23312 - Fuel Distribution System Operator 20.28
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 24.36
23381 - Ground Support Equipment Servicer 21.44
23382 - Ground Support Equipment Worker 22.48
23391 - Gunsmith I 20.28
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.49
23430 - Heavy Equipment Mechanic 26.11
23440 - Heavy Equipment Operator 22.17
23460 - Instrument Mechanic 24.36
23465 - Laboratory/Shelter Mechanic 23.38
23470 - Laborer 14.08

23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 22.80
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 24.36
23592 - Metrology Technician II 25.25
23593 - Metrology Technician III 26.13
23640 - Millwright 27.57
23710 - Office Appliance Repairer 24.90
23760 - Painter Maintenance 20.22
23790 - Pipefitter Maintenance 26.41
23810 - Plumber Maintenance 25.34
23820 - Pneudraulic Systems Mechanic 24.36
23850 - Rigger 24.36
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 24.36
23910 - Small Engine Mechanic 21.79
23931 - Telecommunications Mechanic I 30.78
23932 - Telecommunications Mechanic II 31.91
23950 - Telephone Lineman 31.14
23960 - Welder Combination Maintenance 19.47
23965 - Well Driller 24.36
23970 - Woodcraft Worker 24.36
23980 - Woodworker 20.28
24000 - Personal Needs Occupations
24550 - Case Manager 15.63
24570 - Child Care Attendant 13.07
24580 - Child Care Center Clerk 16.30
24610 - Chore Aide 13.59
24620 - Family Readiness And Support Services Coordinator 15.63
24630 - Homemaker 15.63
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.21
25040 - Sewage Plant Operator 23.05
25070 - Stationary Engineer 26.21
25190 - Ventilation Equipment Tender 20.36
25210 - Water Treatment Plant Operator 23.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.04
27007 - Baggage Inspector 15.93
27008 - Corrections Officer 19.46
27010 - Court Security Officer 19.73
27030 - Detection Dog Handler 18.26
27040 - Detention Officer 19.46
27070 - Firefighter 19.14
27101 - Guard I 15.93
27102 - Guard II 18.26
27131 - Police Officer I 22.09
27132 - Police Officer II 24.54

28000 - Recreation Occupations
  28041 - Carnival Equipment Operator 14.78
  28042 - Carnival Equipment Repairer 15.83
  28043 - Carnival Worker 11.75
  28210 - Gate Attendant/Gate Tender 17.17
  28310 - Lifeguard 11.34
  28350 - Park Attendant (Aide) 19.21
  28510 - Recreation Aide/Health Facility Attendant 14.02
  28515 - Recreation Specialist 23.61
  28630 - Sports Official 15.29
  28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 22.48
  29020 - Hatch Tender 22.48
  29030 - Line Handler 22.48
  29041 - Stevedore I 21.44
  29042 - Stevedore II 23.38
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.61
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.01
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.84
  30021 - Archeological Technician I 17.73
  30022 - Archeological Technician II 19.83
  30023 - Archeological Technician III 24.57
  30030 - Cartographic Technician 24.57
  30040 - Civil Engineering Technician 25.22
  30051 - Cryogenic Technician I 24.40
  30052 - Cryogenic Technician II 26.95
  30061 - Drafter/CAD Operator I 17.73
  30062 - Drafter/CAD Operator II 19.83
  30063 - Drafter/CAD Operator III 22.11
  30064 - Drafter/CAD Operator IV 27.21
  30081 - Engineering Technician I 15.40
  30082 - Engineering Technician II 17.28
  30083 - Engineering Technician III 21.45
  30084 - Engineering Technician IV 23.95
  30085 - Engineering Technician V 29.30
  30086 - Engineering Technician VI 35.45
  30090 - Environmental Technician 24.23
  30095 - Evidence Control Specialist 22.03
  30210 - Laboratory Technician 22.11
  30221 - Latent Fingerprint Technician I 24.40
  30222 - Latent Fingerprint Technician II 26.95
  30240 - Mathematical Technician 24.57
  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 26.95
  30390 - Photo-Optics Technician 24.55

30395 - Radiation Control Technician		26.95
30461 - Technical Writer I		24.72
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.59
30491 - Unexploded Ordnance (UXO) Technician I		25.81
30492 - Unexploded Ordnance (UXO) Technician II		31.23
30493 - Unexploded Ordnance (UXO) Technician III		37.43
30494 - Unexploded (UXO) Safety Escort		25.81
30495 - Unexploded (UXO) Sweep Personnel		25.81
30501 - Weather Forecaster I		27.21
30502 - Weather Forecaster II		33.10
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.11
30621 - Weather Observer Senior	(see 2)	24.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.23
31020 - Bus Aide		15.68
31030 - Bus Driver		20.53
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		14.41
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		14.86
31361 - Truckdriver Light		14.57
31362 - Truckdriver Medium		15.55
31363 - Truckdriver Heavy		21.52
31364 - Truckdriver Tractor-Trailer		21.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.22
99030 - Cashier		10.96
99050 - Desk Clerk		12.48
99095 - Embalmer		28.59
99130 - Flight Follower		25.81
99251 - Laboratory Animal Caretaker I		14.89
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		30.73
99310 - Mortician		28.59
99410 - Pest Controller		21.80
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		16.57
99711 - Recycling Specialist		19.14
99730 - Refuse Collector		15.23
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		15.30
99830 - Survey Party Chief		20.80
99831 - Surveying Aide		12.66
99832 - Surveying Technician		18.92
99840 - Vending Machine Attendant		19.24
99841 - Vending Machine Repairer		22.85
99842 - Vending Machine Repairer Helper		19.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to

ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized

representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4027
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CHESHIRE COUNTY: Alstead Chesterfield Dublin Fitzwilliam Gilsum Harrisville Hinsdale Jaffrey Keene Marlboro Marlow Nelson Richmond Rindge Roxbury Stoddard Sullivan Surry Swanzey Troy Walpole Westmoreland Winchester

HILLSBOROUGH COUNTY: Antrim Bennington Francestown Hancock New Ipswich Peterborough Sharon

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15
01012 - Accounting Clerk II		18.15
01013 - Accounting Clerk III		20.29
01020 - Administrative Assistant		28.11
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		14.85

01042 - Customer Service Representative II 16.52
01043 - Customer Service Representative III 18.20
01051 - Data Entry Operator I 13.99
01052 - Data Entry Operator II 14.89
01060 - Dispatcher Motor Vehicle 20.74
01070 - Document Preparation Clerk 16.72
01090 - Duplicating Machine Operator 16.72
01111 - General Clerk I 16.01
01112 - General Clerk II 17.47
01113 - General Clerk III 19.62
01120 - Housing Referral Assistant 19.81
01141 - Messenger Courier 13.52
01191 - Order Clerk I 17.18
01192 - Order Clerk II 18.75
01261 - Personnel Assistant (Employment) I 16.83
01262 - Personnel Assistant (Employment) II 18.81
01263 - Personnel Assistant (Employment) III 20.97
01270 - Production Control Clerk 25.38
01290 - Rental Clerk 16.69
01300 - Scheduler Maintenance 15.88
01311 - Secretary I 15.88
01312 - Secretary II 17.78
01313 - Secretary III 19.81
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 28.11
01420 - Survey Worker 18.26
01460 - Switchboard Operator/Receptionist 15.16
01531 - Travel Clerk I 18.35
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.40
01611 - Word Processor I 14.15
01612 - Word Processor II 15.88
01613 - Word Processor III 17.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.23
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.33
05070 - Automotive Worker 19.33
05110 - Mobile Equipment Servicer 17.43
05130 - Motor Equipment Metal Mechanic 20.95
05160 - Motor Equipment Metal Worker 19.33
05190 - Motor Vehicle Mechanic 20.95
05220 - Motor Vehicle Mechanic Helper 16.27
05250 - Motor Vehicle Upholstery Worker 18.44
05280 - Motor Vehicle Wrecker 19.33
05310 - Painter Automotive 20.31
05340 - Radiator Repair Specialist 19.33
05370 - Tire Repairer 14.70
05400 - Transmission Repair Specialist 20.95
07000 - Food Preparation And Service Occupations

07010 - Baker	15.96
07041 - Cook I	17.01
07042 - Cook II	18.86
07070 - Dishwasher	10.78
07130 - Food Service Worker	12.85
07210 - Meat Cutter	19.89
07260 - Waiter/Waitress	11.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.54
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	17.96
09110 - Furniture Repairer Minor	20.35
09130 - Upholsterer	22.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.69
11060 - Elevator Operator	15.40
11090 - Gardener	20.53
11122 - Housekeeping Aide	15.40
11150 - Janitor	15.40
11210 - Laborer Grounds Maintenance	16.59
11240 - Maid or Houseman	13.26
11260 - Pruner	15.25
11270 - Tractor Operator	19.17
11330 - Trail Maintenance Worker	16.59
11360 - Window Cleaner	16.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.62
12011 - Breath Alcohol Technician	22.98
12012 - Certified Occupational Therapist Assistant	28.72
12015 - Certified Physical Therapist Assistant	29.58
12020 - Dental Assistant	23.84
12025 - Dental Hygienist	44.14
12030 - EKG Technician	34.82
12035 - Electroneurodiagnostic Technologist	34.82
12040 - Emergency Medical Technician	19.62
12071 - Licensed Practical Nurse I	20.55
12072 - Licensed Practical Nurse II	22.98
12073 - Licensed Practical Nurse III	25.61
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.94
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	19.28
12210 - Nuclear Medicine Technologist	50.49
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	20.02

12236 - Optical Technician		20.55
12250 - Pharmacy Technician		18.25
12280 - Phlebotomist		18.18
12305 - Radiologic Technologist		30.42
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		44.30
12317 - Scheduler (Drug and Alcohol Testing)		28.45
12320 - Substance Abuse Treatment Counselor		23.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.88
13013 - Exhibits Specialist III		30.43
13041 - Illustrator I		20.09
13042 - Illustrator II		24.88
13043 - Illustrator III		30.43
13047 - Librarian		27.56
13050 - Library Aide/Clerk		13.78
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		18.36
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.39
13071 - Photographer I		17.95
13072 - Photographer II		20.09
13073 - Photographer III		24.88
13074 - Photographer IV		30.43
13075 - Photographer V		36.83
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		18.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.51
14072 - Computer Programmer II	(see 1)	25.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		25.48

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.98
15020 - Aircrew Training Devices Instructor (Rated)	38.33
15030 - Air Crew Training Devices Instructor (Pilot)	45.94
15050 - Computer Based Training Specialist / Instructor	31.98
15060 - Educational Technologist	36.92
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	23.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.94
15086 - Maintenance Test Pilot Rotary Wing	45.94
15088 - Non-Maintenance Test/Co-Pilot	45.94
15090 - Technical Instructor	26.10
15095 - Technical Instructor/Course Developer	31.93
15110 - Test Proctor	21.08
15120 - Tutor	21.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.56
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.50
21030 - Material Coordinator	25.38
21040 - Material Expediter	25.38
21050 - Material Handling Laborer	15.17
21071 - Order Filler	14.00
21080 - Production Line Worker (Food Processing)	19.50
21110 - Shipping Packer	17.47
21130 - Shipping/Receiving Clerk	17.47
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.50
21210 - Tools And Parts Attendant	19.50
21410 - Warehouse Specialist	19.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.25
23019 - Aircraft Logs and Records Technician	21.44
23021 - Aircraft Mechanic I	24.36
23022 - Aircraft Mechanic II	25.25
23023 - Aircraft Mechanic III	26.13
23040 - Aircraft Mechanic Helper	18.92

23050 - Aircraft Painter 23.38
23060 - Aircraft Servicer 21.44
23070 - Aircraft Survival Flight Equipment Technician 23.38
23080 - Aircraft Worker 22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.36
23110 - Appliance Mechanic 23.38
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 28.05
23130 - Carpenter Maintenance 22.17
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 26.69
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.85
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.44
23290 - Fire Alarm System Mechanic 26.80
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 24.36
23312 - Fuel Distribution System Operator 20.28
23370 - General Maintenance Worker 21.16
23380 - Ground Support Equipment Mechanic 24.36
23381 - Ground Support Equipment Servicer 21.44
23382 - Ground Support Equipment Worker 22.48
23391 - Gunsmith I 20.28
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.24
23430 - Heavy Equipment Mechanic 26.32
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 24.36
23465 - Laboratory/Shelter Mechanic 23.38
23470 - Laborer 15.17
23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 26.02
23550 - Machinist Maintenance 23.43
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 24.36
23592 - Metrology Technician II 25.25
23593 - Metrology Technician III 26.13
23640 - Millwright 27.57
23710 - Office Appliance Repairer 24.90
23760 - Painter Maintenance 20.22
23790 - Pipefitter Maintenance 27.71
23810 - Plumber Maintenance 26.60

23820 - Pneudraulic Systems Mechanic	24.36
23850 - Rigger	24.36
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	24.88
23910 - Small Engine Mechanic	21.43
23931 - Telecommunications Mechanic I	33.21
23932 - Telecommunications Mechanic II	34.42
23950 - Telephone Lineman	28.31
23960 - Welder Combination Maintenance	22.44
23965 - Well Driller	24.36
23970 - Woodcraft Worker	24.36
23980 - Woodworker	20.28
24000 - Personal Needs Occupations	
24550 - Case Manager	16.79
24570 - Child Care Attendant	13.94
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.53
24620 - Family Readiness And Support Services Coordinator	16.79
24630 - Homemaker	16.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	24.42
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant Operator	24.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.94
27007 - Baggage Inspector	16.13
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	16.13
27102 - Guard II	18.05
27131 - Police Officer I	23.38
27132 - Police Officer II	25.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.78
28042 - Carnival Equipment Repairer	15.83
28043 - Carnival Worker	11.75
28210 - Gate Attendant/Gate Tender	17.17
28310 - Lifeguard	14.52
28350 - Park Attendant (Aide)	19.21
28510 - Recreation Aide/Health Facility Attendant	14.02
28515 - Recreation Specialist	22.60
28630 - Sports Official	15.29
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		22.48
29020 - Hatch Tender		22.48
29030 - Line Handler		22.48
29041 - Stevedore I		21.44
29042 - Stevedore II		23.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.84
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		25.22
30051 - Cryogenic Technician I		23.36
30052 - Cryogenic Technician II		25.81
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.55
30082 - Engineering Technician II		17.46
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		24.19
30085 - Engineering Technician V		29.59
30086 - Engineering Technician VI		35.81
30090 - Environmental Technician		22.24
30095 - Evidence Control Specialist		21.10
30210 - Laboratory Technician		22.09
30221 - Latent Fingerprint Technician I		23.36
30222 - Latent Fingerprint Technician II		25.81
30240 - Mathematical Technician		24.55
30361 - Paralegal/Legal Assistant I		20.85
30362 - Paralegal/Legal Assistant II		25.83
30363 - Paralegal/Legal Assistant III		31.60
30364 - Paralegal/Legal Assistant IV		38.24
30375 - Petroleum Supply Specialist		25.81
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		25.81
30461 - Technical Writer I		25.93
30462 - Technical Writer II		31.72
30463 - Technical Writer III		38.39
30491 - Unexploded Ordnance (UXO) Technician I		25.81
30492 - Unexploded Ordnance (UXO) Technician II		31.23
30493 - Unexploded Ordnance (UXO) Technician III		37.43
30494 - Unexploded (UXO) Safety Escort		25.81
30495 - Unexploded (UXO) Sweep Personnel		25.81
30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer Combined Upper Air Or	(see 2)	22.09

Surface Programs		
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.23
31020 - Bus Aide		15.68
31030 - Bus Driver		21.85
31043 - Driver Courier		14.90
31260 - Parking and Lot Attendant		14.41
31290 - Shuttle Bus Driver		17.57
31310 - Taxi Driver		14.86
31361 - Truckdriver Light		15.97
31362 - Truckdriver Medium		16.89
31363 - Truckdriver Heavy		22.90
31364 - Truckdriver Tractor-Trailer		22.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.22
99030 - Cashier		11.65
99050 - Desk Clerk		12.48
99095 - Embalmer		28.59
99130 - Flight Follower		25.81
99251 - Laboratory Animal Caretaker I		14.89
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		30.36
99310 - Mortician		28.59
99410 - Pest Controller		22.48
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		17.27
99711 - Recycling Specialist		19.94
99730 - Refuse Collector		15.90
99810 - Sales Clerk		13.34
99820 - School Crossing Guard		15.57
99830 - Survey Party Chief		20.80
99831 - Surveying Aide		12.66
99832 - Surveying Technician		18.92
99840 - Vending Machine Attendant		19.83
99841 - Vending Machine Repairer		23.56
99842 - Vending Machine Repairer Helper		19.83

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4028
Revision No.: 15
Date Of Last Revision: 04/08/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CHESHIRE COUNTY: Alstead Chesterfield Dublin Fitzwilliam Gilsum Harrisville Hinsdale Jaffrey Keene Marlboro Marlow Nelson Richmond Rindge Roxbury Stoddard Sullivan Surry Swanzey Troy Walpole Westmoreland Winchester

HILLSBOROUGH COUNTY: Antrim Bennington Francestown Hancock New Ipswich Peterborough Sharon

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.44
01012 - Accounting Clerk II		17.33
01013 - Accounting Clerk III		19.39

01020 - Administrative Assistant	28.05
01035 - Court Reporter	17.78
01041 - Customer Service Representative I	14.70
01042 - Customer Service Representative II	16.52
01043 - Customer Service Representative III	18.03
01051 - Data Entry Operator I	13.99
01052 - Data Entry Operator II	14.89
01060 - Dispatcher Motor Vehicle	19.73
01070 - Document Preparation Clerk	16.72
01090 - Duplicating Machine Operator	16.72
01111 - General Clerk I	15.21
01112 - General Clerk II	16.59
01113 - General Clerk III	18.62
01120 - Housing Referral Assistant	19.81
01141 - Messenger Courier	13.47
01191 - Order Clerk I	17.11
01192 - Order Clerk II	18.66
01261 - Personnel Assistant (Employment) I	15.86
01262 - Personnel Assistant (Employment) II	17.74
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	23.07
01290 - Rental Clerk	15.63
01300 - Scheduler Maintenance	15.88
01311 - Secretary I	15.88
01312 - Secretary II	17.78
01313 - Secretary III	19.81
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	28.05
01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	15.11
01531 - Travel Clerk I	18.35
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.40
01611 - Word Processor I	14.15
01612 - Word Processor II	15.88
01613 - Word Processor III	17.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.30
05010 - Automotive Electrician	19.68
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.07
05130 - Motor Equipment Metal Mechanic	20.51
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.51
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.05
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter Automotive	20.31
05340 - Radiator Repair Specialist	18.92

05370 - Tire Repairer	14.70
05400 - Transmission Repair Specialist	20.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.51
07041 - Cook I	16.23
07042 - Cook II	17.99
07070 - Dishwasher	10.26
07130 - Food Service Worker	11.68
07210 - Meat Cutter	19.58
07260 - Waiter/Waitress	11.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.54
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	17.96
09110 - Furniture Repairer Minor	20.35
09130 - Upholsterer	22.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.26
11060 - Elevator Operator	14.44
11090 - Gardener	19.26
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	15.56
11240 - Maid or Houseman	12.62
11260 - Pruner	14.30
11270 - Tractor Operator	17.98
11330 - Trail Maintenance Worker	15.56
11360 - Window Cleaner	16.23
12000 - Health Occupations	
12010 - Ambulance Driver	19.62
12011 - Breath Alcohol Technician	22.47
12012 - Certified Occupational Therapist Assistant	26.93
12015 - Certified Physical Therapist Assistant	27.99
12020 - Dental Assistant	22.63
12025 - Dental Hygienist	42.60
12030 - EKG Technician	34.05
12035 - Electroneurodiagnostic Technologist	34.05
12040 - Emergency Medical Technician	19.62
12071 - Licensed Practical Nurse I	20.08
12072 - Licensed Practical Nurse II	22.47
12073 - Licensed Practical Nurse III	25.05
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.25
12160 - Medical Record Clerk	16.31
12190 - Medical Record Technician	20.08
12195 - Medical Transcriptionist	19.28
12210 - Nuclear Medicine Technologist	49.37
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50

12223 - Nursing Assistant III		14.73
12224 - Nursing Assistant IV		16.53
12235 - Optical Dispenser		20.02
12236 - Optical Technician		20.08
12250 - Pharmacy Technician		16.74
12280 - Phlebotomist		16.53
12305 - Radiologic Technologist		29.89
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		44.30
12317 - Scheduler (Drug and Alcohol Testing)		27.83
12320 - Substance Abuse Treatment Counselor		23.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.88
13013 - Exhibits Specialist III		30.43
13041 - Illustrator I		20.09
13042 - Illustrator II		24.88
13043 - Illustrator III		30.43
13047 - Librarian		27.56
13050 - Library Aide/Clerk		13.26
13054 - Library Information Technology Systems Administrator		24.88
13058 - Library Technician		18.36
13061 - Media Specialist I		17.95
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.39
13071 - Photographer I		17.95
13072 - Photographer II		20.09
13073 - Photographer III		24.88
13074 - Photographer IV		30.43
13075 - Photographer V		36.83
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		18.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.51
14072 - Computer Programmer II	(see 1)	25.41
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator 16.60
14160 - Personal Computer Support Technician 23.03
14170 - System Support Specialist 25.48
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.98
15020 - Aircrew Training Devices Instructor (Rated) 38.33
15030 - Air Crew Training Devices Instructor (Pilot) 45.94
15050 - Computer Based Training Specialist / Instructor 31.98
15060 - Educational Technologist 33.56
15070 - Flight Instructor (Pilot) 45.94
15080 - Graphic Artist 23.22
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.94
15086 - Maintenance Test Pilot Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94
15090 - Technical Instructor 26.10
15095 - Technical Instructor/Course Developer 31.93
15110 - Test Proctor 21.08
15120 - Tutor 21.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.94
16030 - Counter Attendant 13.94
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.94
16090 - Presser Hand 13.94
16110 - Presser Machine Drycleaning 13.94
16130 - Presser Machine Shirts 13.94
16160 - Presser Machine Wearing Apparel Laundry 13.94
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.49
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.43
21030 - Material Coordinator 23.07
21040 - Material Expediter 23.07
21050 - Material Handling Laborer 14.08
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 19.43
21110 - Shipping Packer 16.50
21130 - Shipping/Receiving Clerk 16.50
21140 - Store Worker I 13.95
21150 - Stock Clerk 17.95
21210 - Tools And Parts Attendant 19.43
21410 - Warehouse Specialist 19.43
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.25
23019 - Aircraft Logs and Records Technician 21.44
23021 - Aircraft Mechanic I 24.36

23022 - Aircraft Mechanic II 25.25
23023 - Aircraft Mechanic III 26.13
23040 - Aircraft Mechanic Helper 18.92
23050 - Aircraft Painter 23.38
23060 - Aircraft Servicer 21.44
23070 - Aircraft Survival Flight Equipment Technician 23.38
23080 - Aircraft Worker 22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.36
23110 - Appliance Mechanic 23.38
23120 - Bicycle Repairer 17.95
23125 - Cable Splicer 28.05
23130 - Carpenter Maintenance 21.83
23140 - Carpet Layer 22.48
23160 - Electrician Maintenance 24.71
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.85
23183 - Electronics Technician Maintenance III 27.17
23260 - Fabric Worker 21.44
23290 - Fire Alarm System Mechanic 24.36
23310 - Fire Extinguisher Repairer 20.28
23311 - Fuel Distribution System Mechanic 24.36
23312 - Fuel Distribution System Operator 20.28
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 24.36
23381 - Ground Support Equipment Servicer 21.44
23382 - Ground Support Equipment Worker 22.48
23391 - Gunsmith I 20.28
23392 - Gunsmith II 22.48
23393 - Gunsmith III 24.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.49
23430 - Heavy Equipment Mechanic 26.32
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 24.36
23465 - Laboratory/Shelter Mechanic 23.38
23470 - Laborer 14.08
23510 - Locksmith 23.38
23530 - Machinery Maintenance Mechanic 25.13
23550 - Machinist Maintenance 22.80
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 24.36
23592 - Metrology Technician II 25.25
23593 - Metrology Technician III 26.13
23640 - Millwright 27.57
23710 - Office Appliance Repairer 24.90

23760 - Painter Maintenance 20.22
23790 - Pipefitter Maintenance 27.71
23810 - Plumber Maintenance 26.60
23820 - Pneudraulic Systems Mechanic 24.36
23850 - Rigger 24.36
23870 - Scale Mechanic 22.48
23890 - Sheet-Metal Worker Maintenance 24.88
23910 - Small Engine Mechanic 19.48
23931 - Telecommunications Mechanic I 30.78
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 28.31
23960 - Welder Combination Maintenance 22.44
23965 - Well Driller 24.36
23970 - Woodcraft Worker 24.36
23980 - Woodworker 20.28
24000 - Personal Needs Occupations
24550 - Case Manager 16.32
24570 - Child Care Attendant 13.07
24580 - Child Care Center Clerk 16.30
24610 - Chore Aide 12.44
24620 - Family Readiness And Support Services Coordinator 16.32
24630 - Homemaker 16.32
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.21
25040 - Sewage Plant Operator 23.05
25070 - Stationary Engineer 26.21
25190 - Ventilation Equipment Tender 20.36
25210 - Water Treatment Plant Operator 23.05
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.41
27007 - Baggage Inspector 16.13
27008 - Corrections Officer 19.46
27010 - Court Security Officer 19.73
27030 - Detection Dog Handler 18.05
27040 - Detention Officer 19.46
27070 - Firefighter 19.14
27101 - Guard I 16.13
27102 - Guard II 18.05
27131 - Police Officer I 23.12
27132 - Police Officer II 25.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.78
28042 - Carnival Equipment Repairer 15.83
28043 - Carnival Worker 11.75
28210 - Gate Attendant/Gate Tender 17.17
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 19.21
28510 - Recreation Aide/Health Facility Attendant 14.02
28515 - Recreation Specialist 22.54

28630 - Sports Official		15.29
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.48
29020 - Hatch Tender		22.48
29030 - Line Handler		22.48
29041 - Stevedore I		21.44
29042 - Stevedore II		23.38
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.01
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.84
30021 - Archeological Technician I		17.71
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		25.22
30051 - Cryogenic Technician I		23.36
30052 - Cryogenic Technician II		25.81
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.40
30082 - Engineering Technician II		17.28
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		23.95
30085 - Engineering Technician V		29.30
30086 - Engineering Technician VI		35.45
30090 - Environmental Technician		22.24
30095 - Evidence Control Specialist		21.10
30210 - Laboratory Technician		22.09
30221 - Latent Fingerprint Technician I		23.36
30222 - Latent Fingerprint Technician II		25.81
30240 - Mathematical Technician		24.55
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		25.81
30390 - Photo-Optics Technician		24.55
30395 - Radiation Control Technician		25.81
30461 - Technical Writer I		24.72
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.59
30491 - Unexploded Ordnance (UXO) Technician I		25.81
30492 - Unexploded Ordnance (UXO) Technician II		31.23
30493 - Unexploded Ordnance (UXO) Technician III		37.43
30494 - Unexploded (UXO) Safety Escort		25.81
30495 - Unexploded (UXO) Sweep Personnel		25.81

30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.23
31020 - Bus Aide		15.68
31030 - Bus Driver		20.53
31043 - Driver Courier		14.90
31260 - Parking and Lot Attendant		14.41
31290 - Shuttle Bus Driver		15.97
31310 - Taxi Driver		13.51
31361 - Truckdriver Light		15.97
31362 - Truckdriver Medium		16.89
31363 - Truckdriver Heavy		21.52
31364 - Truckdriver Tractor-Trailer		21.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.22
99030 - Cashier		10.96
99050 - Desk Clerk		12.48
99095 - Embalmer		28.59
99130 - Flight Follower		25.81
99251 - Laboratory Animal Caretaker I		14.89
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		29.31
99310 - Mortician		28.59
99410 - Pest Controller		21.80
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		17.27
99711 - Recycling Specialist		19.94
99730 - Refuse Collector		15.90
99810 - Sales Clerk		12.38
99820 - School Crossing Guard		14.15
99830 - Survey Party Chief		20.80
99831 - Surveying Aide		12.66
99832 - Surveying Technician		18.92
99840 - Vending Machine Attendant		19.24
99841 - Vending Machine Repairer		22.85
99842 - Vending Machine Repairer Helper		19.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther

King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4029
Revision No.: 15
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37

01035 - Court Reporter 22.95
01041 - Customer Service Representative I 17.01
01042 - Customer Service Representative II 18.56
01043 - Customer Service Representative III 20.85
01051 - Data Entry Operator I 17.37
01052 - Data Entry Operator II 18.95
01060 - Dispatcher Motor Vehicle 21.84
01070 - Document Preparation Clerk 18.96
01090 - Duplicating Machine Operator 18.96
01111 - General Clerk I 16.07
01112 - General Clerk II 17.54
01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.28
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 19.15
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.33
01612 - Word Processor II 22.84
01613 - Word Processor III 25.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.27
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 15.08

05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.09
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.76
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
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	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	21.77
12190 - Medical Record Technician	25.65
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77

12224 - Nursing Assistant IV		17.71
12235 - Optical Dispenser		26.43
12236 - Optical Technician		21.48
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		37.20
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		22.54
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		20.78
13062 - Media Specialist II		23.25
13063 - Media Specialist III		25.92
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		21.10
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68

14160 - Personal Computer Support Technician 30.05
14170 - System Support Specialist 49.12
15000 - Instructional Occupations
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 37.07
15070 - Flight Instructor (Pilot) 50.97
15080 - Graphic Artist 32.60
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 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.49
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40

23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 26.11
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 45.06
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 34.99
23160 - Electrician Maintenance 35.40
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 36.28
23312 - Fuel Distribution System Operator 30.11
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 21.09
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 26.11
23760 - Painter Maintenance 26.92

23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.53
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 24.98
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 38.25
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.52
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 16.52
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 19.79
27008 - Corrections Officer 35.77
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 22.94
27040 - Detention Officer 35.77
27070 - Firefighter 31.57
27101 - Guard I 19.79
27102 - Guard II 22.94
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		34.09
30222 - Latent Fingerprint Technician II		37.65
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34

30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.45
31030 - Bus Driver		23.99
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		16.57
31361 - Truckdriver Light		20.86
31362 - Truckdriver Medium		21.96
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.60
99050 - Desk Clerk		14.70
99095 - Embalmer		39.85
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		33.38
99310 - Mortician		39.85
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		18.56
99710 - Recycling Laborer		22.71
99711 - Recycling Specialist		26.39
99730 - Refuse Collector		20.89
99810 - Sales Clerk		14.43
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		31.44
99831 - Surveying Aide		20.80
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4030
Revision No.: 14
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06

01012 - Accounting Clerk II	21.40
01013 - Accounting Clerk III	23.95
01020 - Administrative Assistant	30.54
01035 - Court Reporter	22.95
01041 - Customer Service Representative I	16.46
01042 - Customer Service Representative II	18.50
01043 - Customer Service Representative III	20.19
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.03
01070 - Document Preparation Clerk	18.00
01090 - Duplicating Machine Operator	18.00
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.71
01191 - Order Clerk I	19.21
01192 - Order Clerk II	20.96
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	18.80
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.27
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	15.08
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.09
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.42
07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.37
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	31.55
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.99
12160 - Medical Record Clerk	19.79
12190 - Medical Record Technician	24.35
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine Technologist	46.81

12221 - Nursing Assistant I		12.09
12222 - Nursing Assistant II		13.59
12223 - Nursing Assistant III		14.83
12224 - Nursing Assistant IV		16.65
12235 - Optical Dispenser		26.43
12236 - Optical Technician		21.48
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.62
13061 - Media Specialist I		18.89
13062 - Media Specialist II		21.14
13063 - Media Specialist III		23.56
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		49.12
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		31.80
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		28.68
15095 - Technical Instructor/Course Developer		35.08
15110 - Test Proctor		23.15
15120 - Tutor		23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.49
19040 - Tool And Die Maker		32.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.40
21030 - Material Coordinator		27.47
21040 - Material Expediter		27.47
21050 - Material Handling Laborer		15.89
21071 - Order Filler		16.53
21080 - Production Line Worker (Food Processing)		19.40
21110 - Shipping Packer		18.80
21130 - Shipping/Receiving Clerk		18.80
21140 - Store Worker I		14.57
21150 - Stock Clerk		18.75
21210 - Tools And Parts Attendant		19.40
21410 - Warehouse Specialist		19.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.14

23019 - Aircraft Logs and Records Technician 28.72
23021 - Aircraft Mechanic I 34.14
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.04
23040 - Aircraft Mechanic Helper 25.52
23050 - Aircraft Painter 31.59
23060 - Aircraft Servicer 28.72
23070 - Aircraft Survival Flight Equipment Technician 31.59
23080 - Aircraft Worker 30.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.14
23110 - Appliance Mechanic 26.11
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 34.99
23160 - Electrician Maintenance 35.40
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.11
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 32.98
23312 - Fuel Distribution System Operator 27.37
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 28.72
23382 - Ground Support Equipment Worker 30.23
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 26.11
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 21.09
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 29.17
23593 - Metrology Technician III 29.79

23640 - Millwright 29.76
23710 - Office Appliance Repairer 26.11
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 27.25
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 24.98
23931 - Telecommunications Mechanic I 33.63
23932 - Telecommunications Mechanic II 35.94
23950 - Telephone Lineman 34.77
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 31.52
23980 - Woodworker 26.15
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.95
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 28.95
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 19.79
27008 - Corrections Officer 32.52
27010 - Court Security Officer 31.35
27030 - Detection Dog Handler 22.94
27040 - Detention Officer 32.52
27070 - Firefighter 28.95
27101 - Guard I 19.79
27102 - Guard II 22.94
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.61
28350 - Park Attendant (Aide) 19.25

28510 - Recreation Aide/Health Facility Attendant		14.04
28515 - Recreation Specialist		23.84
28630 - Sports Official		15.32
28690 - Swimming Pool Operator		19.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.51
29020 - Hatch Tender		27.51
29030 - Line Handler		27.51
29041 - Stevedore I		26.57
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		29.93
30052 - Cryogenic Technician II		33.06
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		15.84
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		27.03
30210 - Laboratory Technician		26.61
30221 - Latent Fingerprint Technician I		30.99
30222 - Latent Fingerprint Technician II		34.23
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93

30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.64
31030 - Bus Driver		23.02
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.88
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		14.22
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		33.38
99310 - Mortician		39.85
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		29.38
99831 - Surveying Aide		19.44
99832 - Surveying Technician		26.72
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4031
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Hampshire

This wage determination is applicable to the following towns in ROCKINGHAM COUNTY: Fremont Hampton Falls Kensington South Hampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		21.27
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.36
01052 - Data Entry Operator II		18.94
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07

01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	15.83
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	19.43
01612 - Word Processor II	21.79
01613 - Word Processor III	24.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.76
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.18
09040 - Furniture Handler 13.71
09080 - Furniture Refinisher 19.56
09090 - Furniture Refinisher Helper 15.93
09110 - Furniture Repairer Minor 17.83
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
12010 - Ambulance Driver 20.33
12011 - Breath Alcohol Technician 26.13
12012 - Certified Occupational Therapist Assistant 30.96
12015 - Certified Physical Therapist Assistant 30.64
12020 - Dental Assistant 25.31
12025 - Dental Hygienist 49.29
12030 - EKG Technician 37.63
12035 - Electroneurodiagnostic Technologist 37.63
12040 - Emergency Medical Technician 20.33
12071 - Licensed Practical Nurse I 23.37
12072 - Licensed Practical Nurse II 26.13
12073 - Licensed Practical Nurse III 29.13
12100 - Medical Assistant 20.90
12130 - Medical Laboratory Technician 26.65
12160 - Medical Record Clerk 21.69
12190 - Medical Record Technician 25.65
12195 - Medical Transcriptionist 21.48
12210 - Nuclear Medicine Technologist 45.11
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 25.77
12236 - Optical Technician 20.58
12250 - Pharmacy Technician 18.00
12280 - Phlebotomist 19.61
12305 - Radiologic Technologist 37.20
12311 - Registered Nurse I 25.26
12312 - Registered Nurse II 30.90
12313 - Registered Nurse II Specialist 30.90
12314 - Registered Nurse III 37.39

12315 - Registered Nurse III Anesthetist		37.39
12316 - Registered Nurse IV		44.81
12317 - Scheduler (Drug and Alcohol Testing)		32.38
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.03
13041 - Illustrator I		21.74
13042 - Illustrator II		26.94
13043 - Illustrator III		32.95
13047 - Librarian		31.90
13050 - Library Aide/Clerk		14.99
13054 - Library Information Technology Systems Administrator		28.81
13058 - Library Technician		21.53
13061 - Media Specialist I		20.78
13062 - Media Specialist II		23.25
13063 - Media Specialist III		25.92
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		21.10
13110 - Video Teleconference Technician		24.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	24.40
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		49.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.39
15020 - Aircrew Training Devices Instructor (Rated)		41.60
15030 - Air Crew Training Devices Instructor (Pilot)		49.86
15050 - Computer Based Training Specialist / Instructor		34.39
15060 - Educational Technologist		37.07
15070 - Flight Instructor (Pilot)		49.86
15080 - Graphic Artist		32.60

15085 - Maintenance Test Pilot Fixed Jet/Prop 49.86
15086 - Maintenance Test Pilot Rotary Wing 49.86
15088 - Non-Maintenance Test/Co-Pilot 49.86
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
21071 - Order Filler 14.78
21080 - Production Line Worker (Food Processing) 19.53
21110 - Shipping Packer 19.26
21130 - Shipping/Receiving Clerk 19.26
21140 - Store Worker I 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95

23110 - Appliance Mechanic 26.11
23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 41.09
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 29.16
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 33.84
23312 - Fuel Distribution System Operator 30.11
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 16.86
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 25.63
23760 - Painter Maintenance 23.67
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.53
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 36.28

23960 - Welder Combination Maintenance		26.04
23965 - Well Driller		30.04
23970 - Woodcraft Worker		32.61
23980 - Woodworker		25.44
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		14.95
24580 - Child Care Center Clerk		18.64
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		16.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.80
27008 - Corrections Officer		25.91
27010 - Court Security Officer		26.26
27030 - Detection Dog Handler		22.10
27040 - Detention Officer		25.91
27070 - Firefighter		25.55
27101 - Guard I		17.80
27102 - Guard II		22.10
27131 - Police Officer I		32.42
27132 - Police Officer II		36.03
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.68
28042 - Carnival Equipment Repairer		18.81
28043 - Carnival Worker		14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
30021 - Archeological Technician I 19.50
30022 - Archeological Technician II 21.82
30023 - Archeological Technician III 27.03
30030 - Cartographic Technician 27.03
30040 - Civil Engineering Technician 26.20
30051 - Cryogenic Technician I 29.93
30052 - Cryogenic Technician II 33.06
30061 - Drafter/CAD Operator I 19.50
30062 - Drafter/CAD Operator II 21.82
30063 - Drafter/CAD Operator III 24.32
30064 - Drafter/CAD Operator IV 29.93
30081 - Engineering Technician I 17.23
30082 - Engineering Technician II 19.36
30083 - Engineering Technician III 21.64
30084 - Engineering Technician IV 26.81
30085 - Engineering Technician V 32.80
30086 - Engineering Technician VI 39.69
30090 - Environmental Technician 27.03
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 26.82
30221 - Latent Fingerprint Technician I 34.09
30222 - Latent Fingerprint Technician II 37.65
30240 - Mathematical Technician 29.73
30361 - Paralegal/Legal Assistant I 20.01
30362 - Paralegal/Legal Assistant II 24.78
30363 - Paralegal/Legal Assistant III 30.31
30364 - Paralegal/Legal Assistant IV 36.67
30375 - Petroleum Supply Specialist 33.06
30390 - Photo-Optics Technician 27.03
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.70
30462 - Technical Writer II 35.11
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 29.93
30502 - Weather Forecaster II 36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.32
30621 - Weather Observer Senior (see 2) 27.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.45
31030 - Bus Driver 23.99
31043 - Driver Courier 18.67
31260 - Parking and Lot Attendant 15.55

31290 - Shuttle Bus Driver	17.79
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.70
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	36.37
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.02
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	33.38
99310 - Mortician	36.37
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.16
99830 - Survey Party Chief	25.86
99831 - Surveying Aide	15.73
99832 - Surveying Technician	23.54
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer Helper	18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4032
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Hampshire

This wage determination is applicable to the following towns in ROCKINGHAM COUNTY: Fremont Hampton Falls Kensington South Hampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		20.68
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		21.00

01070 - Document Preparation Clerk 17.66
01090 - Duplicating Machine Operator 17.66
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.05
01141 - Messenger Courier 14.39
01191 - Order Clerk I 18.92
01192 - Order Clerk II 20.66
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.48
01311 - Secretary I 18.48
01312 - Secretary II 20.68
01313 - Secretary III 23.05
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 17.66
01612 - Word Processor II 19.81
01613 - Word Processor III 22.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 21.06
05040 - Automotive Glass Installer 20.13
05070 - Automotive Worker 20.13
05110 - Mobile Equipment Servicer 18.24
05130 - Motor Equipment Metal Mechanic 21.99
05160 - Motor Equipment Metal Worker 20.13
05190 - Motor Vehicle Mechanic 21.99
05220 - Motor Vehicle Mechanic Helper 17.15
05250 - Motor Vehicle Upholstery Worker 19.21
05280 - Motor Vehicle Wrecker 20.13
05310 - Painter Automotive 21.06
05340 - Radiator Repair Specialist 20.13
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 21.99
07000 - Food Preparation And Service Occupations
07010 - Baker 15.96
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 13.42
07130 - Food Service Worker 14.28

07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.21
11150 - Janitor	16.21
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.37
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	17.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	30.64
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	49.29
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.99
12160 - Medical Record Clerk	19.72
12190 - Medical Record Technician	24.28
12195 - Medical Transcriptionist	21.48
12210 - Nuclear Medicine Technologist	45.11
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	25.77
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	36.56
12311 - Registered Nurse I	25.26

12312 - Registered Nurse II		30.90
12313 - Registered Nurse II Specialist		30.90
12314 - Registered Nurse III		37.39
12315 - Registered Nurse III Anesthetist		37.39
12316 - Registered Nurse IV		44.81
12317 - Scheduler (Drug and Alcohol Testing)		31.68
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.14
13012 - Exhibits Specialist II		26.19
13013 - Exhibits Specialist III		32.03
13041 - Illustrator I		21.14
13042 - Illustrator II		26.19
13043 - Illustrator III		32.03
13047 - Librarian		29.00
13050 - Library Aide/Clerk		13.63
13054 - Library Information Technology Systems Administrator		26.19
13058 - Library Technician		19.57
13061 - Media Specialist I		18.89
13062 - Media Specialist II		21.14
13063 - Media Specialist III		23.56
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	26.92
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		49.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.39
15020 - Aircrew Training Devices Instructor (Rated)		41.60
15030 - Air Crew Training Devices Instructor (Pilot)		49.86
15050 - Computer Based Training Specialist / Instructor		34.39

15060 - Educational Technologist 37.07
15070 - Flight Instructor (Pilot) 49.86
15080 - Graphic Artist 31.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.86
15086 - Maintenance Test Pilot Rotary Wing 49.86
15088 - Non-Maintenance Test/Co-Pilot 49.86
15090 - Technical Instructor 27.19
15095 - Technical Instructor/Course Developer 33.26
15110 - Test Proctor 21.93
15120 - Tutor 21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.58
19040 - Tool And Die Maker 27.42
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 14.55
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.21
23019 - Aircraft Logs and Records Technician 28.72
23021 - Aircraft Mechanic I 32.98
23022 - Aircraft Mechanic II 34.21
23023 - Aircraft Mechanic III 35.62
23040 - Aircraft Mechanic Helper 25.52
23050 - Aircraft Painter 31.59
23060 - Aircraft Servicer 28.72
23070 - Aircraft Survival Flight Equipment Technician 31.59
23080 - Aircraft Worker 30.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 30.23

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.98
II
23110 - Appliance Mechanic 26.11
23120 - Bicycle Repairer 16.80
23125 - Cable Splicer 37.35
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 29.16
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.11
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 30.76
23312 - Fuel Distribution System Operator 27.37
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 32.98
23381 - Ground Support Equipment Servicer 28.72
23382 - Ground Support Equipment Worker 30.23
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning 28.16
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.52
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 29.17
23593 - Metrology Technician III 29.79
23640 - Millwright 29.76
23710 - Office Appliance Repairer 25.63
23760 - Painter Maintenance 21.52
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 27.25
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 21.61

23931 - Telecommunications Mechanic I	32.84
23932 - Telecommunications Mechanic II	34.21
23950 - Telephone Lineman	32.98
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	30.04
23970 - Woodcraft Worker	31.52
23980 - Woodworker	23.13
24000 - Personal Needs Occupations	
24550 - Case Manager	15.29
24570 - Child Care Attendant	13.59
24580 - Child Care Center Clerk	16.95
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.29
24630 - Homemaker	15.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	17.80
27008 - Corrections Officer	23.55
27010 - Court Security Officer	23.87
27030 - Detection Dog Handler	22.10
27040 - Detention Officer	23.55
27070 - Firefighter	23.23
27101 - Guard I	17.80
27102 - Guard II	22.10
27131 - Police Officer I	29.47
27132 - Police Officer II	32.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.32
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.61
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.61
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	19.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.24
29042 - Stevedore II	28.78

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
30021 - Archeological Technician I		19.50
30022 - Archeological Technician II		21.82
30023 - Archeological Technician III		27.03
30030 - Cartographic Technician		27.03
30040 - Civil Engineering Technician		26.20
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
30061 - Drafter/CAD Operator I		19.50
30062 - Drafter/CAD Operator II		21.82
30063 - Drafter/CAD Operator III		24.32
30064 - Drafter/CAD Operator IV		29.93
30081 - Engineering Technician I		17.00
30082 - Engineering Technician II		19.09
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		26.46
30085 - Engineering Technician V		32.36
30086 - Engineering Technician VI		39.15
30090 - Environmental Technician		27.03
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		25.35
30221 - Latent Fingerprint Technician I		30.99
30222 - Latent Fingerprint Technician II		34.23
30240 - Mathematical Technician		27.03
30361 - Paralegal/Legal Assistant I		20.01
30362 - Paralegal/Legal Assistant II		24.78
30363 - Paralegal/Legal Assistant III		30.31
30364 - Paralegal/Legal Assistant IV		36.67
30375 - Petroleum Supply Specialist		33.06
30390 - Photo-Optics Technician		27.03
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.16
30462 - Technical Writer II		34.45
30463 - Technical Writer III		41.67
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		29.93
30502 - Weather Forecaster II		36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.32
30621 - Weather Observer Senior	(see 2)	27.03

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.64

31030 - Bus Driver	22.94
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	17.79
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.79
31362 - Truckdriver Medium	18.82
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	34.60
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	33.38
99310 - Mortician	34.60
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.95
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.19
99820 - School Crossing Guard	14.28
99830 - Survey Party Chief	23.51
99831 - Surveying Aide	14.30
99832 - Surveying Technician	21.40
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.95
99842 - Vending Machine Repairer Helper	18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4033
Revision No.: 17
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		23.13
01041 - Customer Service Representative I		17.01

01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	

07010 - Baker 15.39
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.02
09040 - Furniture Handler 14.52
09080 - Furniture Refinisher 21.02
09090 - Furniture Refinisher Helper 16.95
09110 - Furniture Repairer Minor 19.04
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 45.42
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 20.90
12130 - Medical Laboratory Technician 28.13
12160 - Medical Record Clerk 20.91
12190 - Medical Record Technician 25.65
12195 - Medical Transcriptionist 21.84
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 26.74

12236 - Optical Technician		21.84
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		37.20
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
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		21.10
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		36.59

15000 - Instructional Occupations	
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	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.48
15086 - Maintenance Test Pilot Rotary Wing	48.48
15088 - Non-Maintenance Test/Co-Pilot	48.48
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course Developer	35.22
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.99
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
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	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04

23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 26.37
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 45.06
23130 - Carpenter Maintenance 29.68
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 36.63
23312 - Fuel Distribution System Operator 29.83
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54

23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.53
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker Maintenance	29.57
23910 - Small Engine Mechanic	25.22
23931 - Telecommunications Mechanic I	36.99
23932 - Telecommunications Mechanic II	39.02
23950 - Telephone Lineman	38.25
23960 - Welder Combination Maintenance	27.52
23965 - Well Driller	30.27
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	17.36
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant Operator	29.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
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	20.76
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		26.93
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		36.91
30222 - Latent Fingerprint Technician II		40.78
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or	(see 2)	26.27

Surface Programs		
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.45
31030 - Bus Driver		24.19
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		16.57
31361 - Truckdriver Light		20.86
31362 - Truckdriver Medium		21.96
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.60
99050 - Desk Clerk		15.80
99095 - Embalmer		39.85
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		33.05
99310 - Mortician		39.85
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		18.56
99710 - Recycling Laborer		22.71
99711 - Recycling Specialist		26.39
99730 - Refuse Collector		20.89
99810 - Sales Clerk		14.43
99820 - School Crossing Guard		17.25
99830 - Survey Party Chief		31.44
99831 - Surveying Aide		20.80
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		19.11
99841 - Vending Machine Repairer		22.61
99842 - Vending Machine Repairer Helper		19.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4034
Revision No.: 16
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95

01020 - Administrative Assistant	30.54
01035 - Court Reporter	23.13
01041 - Customer Service Representative I	16.46
01042 - Customer Service Representative II	18.50
01043 - Customer Service Representative III	20.19
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.03
01070 - Document Preparation Clerk	18.51
01090 - Duplicating Machine Operator	18.51
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.71
01191 - Order Clerk I	18.83
01192 - Order Clerk II	20.55
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	18.80
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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	15.08
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	17.74
07042 - Cook II	19.59
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	16.95
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	14.11
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.83
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.70
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	24.70
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	19.01
12190 - Medical Record Technician	23.40
12195 - Medical Transcriptionist	21.84
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59

12223 - Nursing Assistant III		14.83
12224 - Nursing Assistant IV		16.65
12235 - Optical Dispenser		26.74
12236 - Optical Technician		21.84
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		30.12
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		22.09
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
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		19.18
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	19.71
14160 - Personal Computer Support Technician	27.32
14170 - System Support Specialist	33.26
15000 - Instructional Occupations	
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	31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.47
15086 - Maintenance Test Pilot Rotary Wing	44.47
15088 - Non-Maintenance Test/Co-Pilot	44.47
15090 - Technical Instructor	28.68
15095 - Technical Instructor/Course Developer	35.08
15110 - Test Proctor	23.15
15120 - Tutor	23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.99
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.99
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	15.89
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	18.99
21110 - Shipping Packer	18.80
21130 - Shipping/Receiving Clerk	18.80
21140 - Store Worker I	14.57
21150 - Stock Clerk	18.75
21210 - Tools And Parts Attendant	18.99
21410 - Warehouse Specialist	18.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.14
23019 - Aircraft Logs and Records Technician	29.01
23021 - Aircraft Mechanic I	34.14

23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.04
23040 - Aircraft Mechanic Helper 25.77
23050 - Aircraft Painter 31.91
23060 - Aircraft Servicer 29.01
23070 - Aircraft Survival Flight Equipment Technician 31.91
23080 - Aircraft Worker 30.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.14
23110 - Appliance Mechanic 26.37
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.68
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.37
23290 - Fire Alarm System Mechanic 32.78
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 33.30
23312 - Fuel Distribution System Operator 27.12
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 29.01
23382 - Ground Support Equipment Worker 30.51
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 26.37
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.80
23593 - Metrology Technician III 29.79
23640 - Millwright 29.76
23710 - Office Appliance Repairer 24.24

23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 27.52
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 25.22
23931 - Telecommunications Mechanic I 36.99
23932 - Telecommunications Mechanic II 39.02
23950 - Telephone Lineman 34.77
23960 - Welder Combination Maintenance 27.52
23965 - Well Driller 30.27
23970 - Woodcraft Worker 31.52
23980 - Woodworker 26.15
24000 - Personal Needs Occupations
24550 - Case Manager 17.36
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 17.36
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 26.84
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 26.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.78
27008 - Corrections Officer 33.59
27010 - Court Security Officer 31.82
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 33.59
27070 - Firefighter 30.04
27101 - Guard I 16.78
27102 - Guard II 18.95
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.39
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.04
28515 - Recreation Specialist 23.84

28630 - Sports Official		15.32
28690 - Swimming Pool Operator		19.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.51
29020 - Hatch Tender		27.51
29030 - Line Handler		27.51
29041 - Stevedore I		26.57
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		26.93
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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		15.84
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		27.03
30210 - Laboratory Technician		26.61
30221 - Latent Fingerprint Technician I		33.55
30222 - Latent Fingerprint Technician II		37.07
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23

30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		18.38
31030 - Bus Driver		24.19
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.68
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		15.80
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		33.04
99310 - Mortician		39.85
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		17.25
99830 - Survey Party Chief		29.38
99831 - Surveying Aide		19.44
99832 - Surveying Technician		26.72
99840 - Vending Machine Attendant		19.11
99841 - Vending Machine Repairer		22.61
99842 - Vending Machine Repairer Helper		19.11

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther

King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4035
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96

01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10

07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.36
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
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	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.11
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.53
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
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		22.54
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		21.10
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		45.66
15000 - Instructional Occupations		
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		37.07

15070 - Flight Instructor (Pilot) 51.80
15080 - Graphic Artist 32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.48
15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.34
19040 - Tool And Die Maker 29.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 27.66
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.02
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
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 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.66
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.91
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.28
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.87
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 26.46
23931 - Telecommunications Mechanic I 37.51

23932 - Telecommunications Mechanic II 39.55
23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 31.52
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 17.17
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 17.17
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 17.51
27008 - Corrections Officer 36.18
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 19.58
27040 - Detention Officer 36.18
27070 - Firefighter 31.57
27101 - Guard I 17.51
27102 - Guard II 19.58
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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 20.76
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.62
29020 - Hatch Tender 28.62
29030 - Line Handler 28.62
29041 - Stevedore I 27.29
29042 - Stevedore II 29.93
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 29.19
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 26.82
30221 - Latent Fingerprint Technician I 37.06
30222 - Latent Fingerprint Technician II 40.94
30240 - Mathematical Technician 33.47
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 33.70
30502 - Weather Forecaster II 41.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.39
30621 - Weather Observer Senior (see 2) 30.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.45
31030 - Bus Driver 23.99

31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.30
99252 - Laboratory Animal Caretaker II	19.47
99260 - Marketing Analyst	34.05
99310 - Mortician	39.85
99410 - Pest Controller	22.46
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	21.99
99842 - Vending Machine Repairer Helper	18.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4036
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37

01052 - Data Entry Operator II 18.95
01060 - Dispatcher Motor Vehicle 21.00
01070 - Document Preparation Clerk 18.51
01090 - Duplicating Machine Operator 18.51
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 15.71
01191 - Order Clerk I 19.21
01192 - Order Clerk II 20.96
01261 - Personnel Assistant (Employment) I 18.34
01262 - Personnel Assistant (Employment) II 20.51
01263 - Personnel Assistant (Employment) III 22.87
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.80
07041 - Cook I 18.23
07042 - Cook II 20.12

07070 - Dishwasher 13.72
07130 - Food Service Worker 14.28
07210 - Meat Cutter 22.00
07260 - Waiter/Waitress 13.81
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.05
09040 - Furniture Handler 13.71
09080 - Furniture Refinisher 19.56
09090 - Furniture Refinisher Helper 15.93
09110 - Furniture Repairer Minor 17.83
09130 - Upholsterer 20.96
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.92
11060 - Elevator Operator 15.36
11090 - Gardener 22.54
11122 - Housekeeping Aide 16.66
11150 - Janitor 16.66
11210 - Laborer Grounds Maintenance 18.25
11240 - Maid or Houseman 14.63
11260 - Pruner 16.78
11270 - Tractor Operator 21.20
11330 - Trail Maintenance Worker 18.25
11360 - Window Cleaner 18.12
12000 - Health Occupations
12010 - Ambulance Driver 24.70
12011 - Breath Alcohol Technician 25.57
12012 - Certified Occupational Therapist Assistant 30.96
12015 - Certified Physical Therapist Assistant 32.37
12020 - Dental Assistant 23.99
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 22.85
12072 - Licensed Practical Nurse II 25.57
12073 - Licensed Practical Nurse III 28.51
12100 - Medical Assistant 20.00
12130 - Medical Laboratory Technician 25.84
12160 - Medical Record Clerk 20.10
12190 - Medical Record Technician 31.90
12195 - Medical Transcriptionist 21.13
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.09
12222 - Nursing Assistant II 13.59
12223 - Nursing Assistant III 14.83
12224 - Nursing Assistant IV 16.70
12235 - Optical Dispenser 27.53
12236 - Optical Technician 20.49
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 18.98

12305 - Radiologic Technologist		36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		21.31
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.58
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		27.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		45.66
15000 - Instructional Occupations		
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	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.86
15086 - Maintenance Test Pilot Rotary Wing	44.86
15088 - Non-Maintenance Test/Co-Pilot	44.86
15090 - Technical Instructor	28.68
15095 - Technical Instructor/Course Developer	35.08
15110 - Test Proctor	23.15
15120 - Tutor	23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.34
19040 - Tool And Die Maker	29.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.99
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	15.89
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	18.99
21110 - Shipping Packer	19.19
21130 - Shipping/Receiving Clerk	19.19
21140 - Store Worker I	14.57
21150 - Stock Clerk	18.75
21210 - Tools And Parts Attendant	18.99
21410 - Warehouse Specialist	18.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.14
23019 - Aircraft Logs and Records Technician	30.34
23021 - Aircraft Mechanic I	34.74
23022 - Aircraft Mechanic II	36.14
23023 - Aircraft Mechanic III	37.58
23040 - Aircraft Mechanic Helper	27.03
23050 - Aircraft Painter	33.27
23060 - Aircraft Servicer	30.34
23070 - Aircraft Survival Flight Equipment Technician	33.27

23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 27.66
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.02
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 36.55
23312 - Fuel Distribution System Operator 30.32
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.48
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 31.78
23460 - Instrument Mechanic 28.87
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 27.66
23530 - Machinery Maintenance Mechanic 29.66
23550 - Machinist Maintenance 25.76
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 28.87
23592 - Metrology Technician II 30.91
23593 - Metrology Technician III 31.23
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.28
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 28.87
23870 - Scale Mechanic 28.86

23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 26.46
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.55
23950 - Telephone Lineman 41.88
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 31.52
23970 - Woodcraft Worker 31.52
23980 - Woodworker 26.15
24000 - Personal Needs Occupations
24550 - Case Manager 17.17
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 17.17
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.31
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 28.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.78
27008 - Corrections Officer 33.59
27010 - Court Security Officer 31.82
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 33.59
27070 - Firefighter 30.04
27101 - Guard I 16.78
27102 - Guard II 18.95
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.45
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.04
28515 - Recreation Specialist 23.84
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 19.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.51
29020 - Hatch Tender 27.51
29030 - Line Handler 27.51

29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		29.19
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		38.49
30090 - Environmental Technician		30.43
30095 - Evidence Control Specialist		30.22
30210 - Laboratory Technician		26.25
30221 - Latent Fingerprint Technician I		36.82
30222 - Latent Fingerprint Technician II		40.67
30240 - Mathematical Technician		30.43
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		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		33.70
30502 - Weather Forecaster II		41.00
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.39
30621 - Weather Observer Senior	(see 2)	30.43
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	34.15
31020 - Bus Aide	17.64
31030 - Bus Driver	23.12
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.57
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	17.67
99252 - Laboratory Animal Caretaker II	18.95
99260 - Marketing Analyst	34.05
99310 - Mortician	39.85
99410 - Pest Controller	22.46
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	29.38
99831 - Surveying Aide	19.44
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	21.99
99842 - Vending Machine Repairer Helper	18.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4037
Revision No.: 16
Date Of Last Revision: 04/08/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Hew Hampshire

This wage determination is applicable to Pelham town in Hillsborough County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		21.69
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54

01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.03
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 18.51
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.00
01612 - Word Processor II 22.46
01613 - Word Processor III 25.12
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.96
05010 - Automotive Electrician 22.62
05040 - Automotive Glass Installer 21.53
05070 - Automotive Worker 21.44
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.44
05190 - Motor Vehicle Mechanic 23.35
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.30
05280 - Motor Vehicle Wrecker 21.44
05310 - Painter Automotive 22.66
05340 - Radiator Repair Specialist 21.44
05370 - Tire Repairer 16.32
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 15.39
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.18

09040 - Furniture Handler 13.71
09080 - Furniture Refinisher 19.56
09090 - Furniture Refinisher Helper 15.93
09110 - Furniture Repairer Minor 17.83
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 15.36
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
12010 - Ambulance Driver 22.36
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 46.05
12030 - EKG Technician 37.63
12035 - Electroneurodiagnostic Technologist 37.63
12040 - Emergency Medical Technician 22.36
12071 - Licensed Practical Nurse I 23.37
12072 - Licensed Practical Nurse II 26.13
12073 - Licensed Practical Nurse III 29.13
12100 - Medical Assistant 20.90
12130 - Medical Laboratory Technician 26.65
12160 - Medical Record Clerk 19.72
12190 - Medical Record Technician 31.90
12195 - Medical Transcriptionist 21.41
12210 - Nuclear Medicine Technologist 45.11
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 25.22
12236 - Optical Technician 19.63
12250 - Pharmacy Technician 18.00
12280 - Phlebotomist 19.61
12305 - Radiologic Technologist 37.20
12311 - Registered Nurse I 25.56
12312 - Registered Nurse II 31.26
12313 - Registered Nurse II Specialist 31.26
12314 - Registered Nurse III 37.82
12315 - Registered Nurse III Anesthetist 37.82

12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		32.38
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.21
13012 - Exhibits Specialist II		26.28
13013 - Exhibits Specialist III		32.14
13041 - Illustrator I		22.44
13042 - Illustrator II		27.80
13043 - Illustrator III		34.00
13047 - Librarian		33.86
13050 - Library Aide/Clerk		16.80
13054 - Library Information Technology Systems Administrator		30.58
13058 - Library Technician		23.73
13061 - Media Specialist I		22.06
13062 - Media Specialist II		24.68
13063 - Media Specialist III		27.51
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		21.10
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.40
14042 - Computer Operator II		20.59
14043 - Computer Operator III		22.96
14044 - Computer Operator IV		25.51
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	26.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.40
14160 - Personal Computer Support Technician		25.51
14170 - System Support Specialist		45.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.43
15020 - Aircrew Training Devices Instructor (Rated)		40.46
15030 - Air Crew Training Devices Instructor (Pilot)		48.48
15050 - Computer Based Training Specialist / Instructor		33.43
15060 - Educational Technologist		37.07
15070 - Flight Instructor (Pilot)		48.48
15080 - Graphic Artist		32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.48

15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
21071 - Order Filler 14.78
21080 - Production Line Worker (Food Processing) 19.53
21110 - Shipping Packer 19.26
21130 - Shipping/Receiving Clerk 19.26
21140 - Store Worker I 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 26.93

23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 38.43
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 29.16
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 33.84
23312 - Fuel Distribution System Operator 30.12
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 30.77
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.91
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 25.63
23760 - Painter Maintenance 26.59
23790 - Pipefitter Maintenance 36.65
23810 - Plumber Maintenance 35.12
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.87
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 28.34
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.55
23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 25.65

23965 - Well Driller		31.17
23970 - Woodcraft Worker		32.61
23980 - Woodworker		25.44
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		15.04
24580 - Child Care Center Clerk		18.69
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		16.52
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		34.49
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		34.49
27070 - Firefighter		30.83
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.68
28042 - Carnival Equipment Repairer		18.81
28043 - Carnival Worker		14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06

30021 - Archeological Technician I		21.80
30022 - Archeological Technician II		24.40
30023 - Archeological Technician III		30.22
30030 - Cartographic Technician		30.22
30040 - Civil Engineering Technician		27.74
30051 - Cryogenic Technician I		33.47
30052 - Cryogenic Technician II		36.97
30061 - Drafter/CAD Operator I		21.80
30062 - Drafter/CAD Operator II		24.40
30063 - Drafter/CAD Operator III		27.20
30064 - Drafter/CAD Operator IV		33.47
30081 - Engineering Technician I		17.23
30082 - Engineering Technician II		19.36
30083 - Engineering Technician III		21.64
30084 - Engineering Technician IV		26.81
30085 - Engineering Technician V		32.80
30086 - Engineering Technician VI		39.69
30090 - Environmental Technician		27.03
30095 - Evidence Control Specialist		30.22
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		37.06
30222 - Latent Fingerprint Technician II		40.94
30240 - Mathematical Technician		33.24
30361 - Paralegal/Legal Assistant I		19.59
30362 - Paralegal/Legal Assistant II		24.27
30363 - Paralegal/Legal Assistant III		29.68
30364 - Paralegal/Legal Assistant IV		35.92
30375 - Petroleum Supply Specialist		36.97
30390 - Photo-Optics Technician		30.22
30395 - Radiation Control Technician		36.97
30461 - Technical Writer I		31.44
30462 - Technical Writer II		38.47
30463 - Technical Writer III		46.54
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		33.47
30502 - Weather Forecaster II		40.70
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.20
30621 - Weather Observer Senior	(see 2)	30.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.45
31030 - Bus Driver		23.99
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16

31310 - Taxi Driver	15.72
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	36.37
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	18.32
99260 - Marketing Analyst	34.05
99310 - Mortician	36.37
99410 - Pest Controller	23.34
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.59
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.49
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	25.86
99831 - Surveying Aide	15.73
99832 - Surveying Technician	23.54
99840 - Vending Machine Attendant	16.87
99841 - Vending Machine Repairer	19.98
99842 - Vending Machine Repairer Helper	16.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4038
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Hampshire

This wage determination is applicable to Pelham town in Hillsborough County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		21.69
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.00
01070 - Document Preparation Clerk		18.51

01090 - Duplicating Machine Operator 18.51
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.05
01141 - Messenger Courier 15.48
01191 - Order Clerk I 18.92
01192 - Order Clerk II 20.66
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 16.83
01300 - Scheduler Maintenance 18.48
01311 - Secretary I 18.48
01312 - Secretary II 20.68
01313 - Secretary III 23.05
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 18.18
01612 - Word Processor II 20.42
01613 - Word Processor III 22.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.96
05010 - Automotive Electrician 22.62
05040 - Automotive Glass Installer 21.53
05070 - Automotive Worker 21.44
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.44
05190 - Motor Vehicle Mechanic 23.35
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.30
05280 - Motor Vehicle Wrecker 21.44
05310 - Painter Automotive 22.66
05340 - Radiator Repair Specialist 21.44
05370 - Tire Repairer 16.32
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 13.72
07130 - Food Service Worker 13.94
07210 - Meat Cutter 21.87

07260 - Waiter/Waitress	13.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	15.36
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.63
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	46.05
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	21.13
12210 - Nuclear Medicine Technologist	45.11
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	25.22
12236 - Optical Technician	19.02
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	35.65
12311 - Registered Nurse I	25.56
12312 - Registered Nurse II	31.26

12313 - Registered Nurse II Specialist		31.26
12314 - Registered Nurse III		37.82
12315 - Registered Nurse III Anesthetist		37.82
12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		31.68
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.21
13012 - Exhibits Specialist II		26.28
13013 - Exhibits Specialist III		32.14
13041 - Illustrator I		22.44
13042 - Illustrator II		27.80
13043 - Illustrator III		34.00
13047 - Librarian		30.78
13050 - Library Aide/Clerk		15.27
13054 - Library Information Technology Systems Administrator		27.80
13058 - Library Technician		22.89
13061 - Media Specialist I		20.05
13062 - Media Specialist II		22.44
13063 - Media Specialist III		25.01
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		26.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.73
14042 - Computer Operator II		18.72
14043 - Computer Operator III		20.87
14044 - Computer Operator IV		23.19
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	23.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.73
14160 - Personal Computer Support Technician		23.19
14170 - System Support Specialist		45.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		37.07

15070 - Flight Instructor (Pilot) 45.94
15080 - Graphic Artist 31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.86
15086 - Maintenance Test Pilot Rotary Wing 44.86
15088 - Non-Maintenance Test/Co-Pilot 44.86
15090 - Technical Instructor 28.68
15095 - Technical Instructor/Course Developer 35.08
15110 - Test Proctor 23.15
15120 - Tutor 23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.22
19040 - Tool And Die Maker 28.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 14.55
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.03
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 26.93
23120 - Bicycle Repairer 16.80
23125 - Cable Splicer 34.94
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 29.16
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 30.76
23312 - Fuel Distribution System Operator 27.38
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 29.89
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 28.87
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 17.52
23591 - Metrology Technician I 28.87
23592 - Metrology Technician II 30.91
23593 - Metrology Technician III 31.23
23640 - Millwright 29.76
23710 - Office Appliance Repairer 25.63
23760 - Painter Maintenance 24.17
23790 - Pipefitter Maintenance 33.32
23810 - Plumber Maintenance 31.93
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 28.87
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 25.76
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 37.51

23932 - Telecommunications Mechanic II 39.55
23950 - Telephone Lineman 41.45
23960 - Welder Combination Maintenance 25.65
23965 - Well Driller 31.17
23970 - Woodcraft Worker 31.52
23980 - Woodworker 23.13
24000 - Personal Needs Occupations
24550 - Case Manager 16.37
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 16.99
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 16.37
24630 - Homemaker 16.37
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.31
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 28.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.56
27008 - Corrections Officer 31.35
27010 - Court Security Officer 31.78
27030 - Detection Dog Handler 18.78
27040 - Detention Officer 31.35
27070 - Firefighter 28.03
27101 - Guard I 16.56
27102 - Guard II 18.78
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.39
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.04
28515 - Recreation Specialist 23.61
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 19.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.51
29020 - Hatch Tender 27.51
29030 - Line Handler 27.51
29041 - Stevedore I 26.24
29042 - Stevedore II 28.78
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 21.80
30022 - Archeological Technician II 24.40
30023 - Archeological Technician III 30.22
30030 - Cartographic Technician 30.22
30040 - Civil Engineering Technician 27.74
30051 - Cryogenic Technician I 33.47
30052 - Cryogenic Technician II 36.97
30061 - Drafter/CAD Operator I 21.80
30062 - Drafter/CAD Operator II 24.40
30063 - Drafter/CAD Operator III 27.20
30064 - Drafter/CAD Operator IV 33.47
30081 - Engineering Technician I 17.00
30082 - Engineering Technician II 19.09
30083 - Engineering Technician III 21.45
30084 - Engineering Technician IV 26.46
30085 - Engineering Technician V 32.36
30086 - Engineering Technician VI 39.15
30090 - Environmental Technician 27.03
30095 - Evidence Control Specialist 30.22
30210 - Laboratory Technician 26.25
30221 - Latent Fingerprint Technician I 36.82
30222 - Latent Fingerprint Technician II 40.67
30240 - Mathematical Technician 30.22
30361 - Paralegal/Legal Assistant I 19.59
30362 - Paralegal/Legal Assistant II 24.27
30363 - Paralegal/Legal Assistant III 29.68
30364 - Paralegal/Legal Assistant IV 35.92
30375 - Petroleum Supply Specialist 36.97
30390 - Photo-Optics Technician 30.22
30395 - Radiation Control Technician 36.97
30461 - Technical Writer I 31.44
30462 - Technical Writer II 38.47
30463 - Technical Writer III 46.54
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 33.47
30502 - Weather Forecaster II 40.70
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.20
30621 - Weather Observer Senior (see 2) 30.22
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 16.94
31030 - Bus Driver 22.39

31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	14.29
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	34.60
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	15.52
99252 - Laboratory Animal Caretaker II	16.65
99260 - Marketing Analyst	34.05
99310 - Mortician	34.60
99410 - Pest Controller	23.34
99510 - Photofinishing Worker	17.95
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	24.22
99730 - Refuse Collector	18.63
99810 - Sales Clerk	13.19
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	23.51
99831 - Surveying Aide	14.30
99832 - Surveying Technician	21.40
99840 - Vending Machine Attendant	16.87
99841 - Vending Machine Repairer	19.98
99842 - Vending Machine Repairer Helper	16.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4039
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY: Dunstable Pepperell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		23.95
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07

01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	21.32
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	13.95
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.18
09040 - Furniture Handler 13.71
09080 - Furniture Refinisher 19.14
09090 - Furniture Refinisher Helper 15.59
09110 - Furniture Repairer Minor 17.45
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 45.42
12030 - EKG Technician 37.63
12035 - Electroneurodiagnostic Technologist 37.63
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 20.90
12130 - Medical Laboratory Technician 25.84
12160 - Medical Record Clerk 21.21
12190 - Medical Record Technician 25.65
12195 - Medical Transcriptionist 21.41
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 24.81
12236 - Optical Technician 21.10
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.61
12305 - Radiologic Technologist 37.20
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
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		21.39
13062 - Media Specialist II		23.94
13063 - Media Specialist III		26.69
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		21.10
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		40.95
15000 - Instructional Occupations		
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		36.37
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		32.60

15085 - Maintenance Test Pilot Fixed Jet/Prop 48.48
15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.00
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.87
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 20.00
21410 - Warehouse Specialist 20.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95

23110 - Appliance Mechanic 24.93
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.97
23182 - Electronics Technician Maintenance II 31.34
23183 - Electronics Technician Maintenance III 32.72
23260 - Fabric Worker 26.65
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 37.64
23312 - Fuel Distribution System Operator 29.83
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 28.36
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.25
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 36.99
23932 - Telecommunications Mechanic II 39.02
23950 - Telephone Lineman 38.25

23960 - Welder Combination Maintenance		26.04
23965 - Well Driller		30.04
23970 - Woodcraft Worker		32.61
23980 - Woodworker		27.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		15.04
24580 - Child Care Center Clerk		18.75
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		36.18
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		36.18
27070 - Firefighter		31.57
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.57
28042 - Carnival Equipment Repairer		18.61
28043 - Carnival Worker		14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 29.93
30052 - Cryogenic Technician II 33.06
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 27.03
30210 - Laboratory Technician 26.82
30221 - Latent Fingerprint Technician I 35.90
30222 - Latent Fingerprint Technician II 39.66
30240 - Mathematical Technician 32.12
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 31.84
30462 - Technical Writer II 38.94
30463 - Technical Writer III 47.13
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.45
31030 - Bus Driver 23.99
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 15.55

31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.30
99252 - Laboratory Animal Caretaker II	19.47
99260 - Marketing Analyst	35.05
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	31.43
99831 - Surveying Aide	20.79
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	22.95
99842 - Vending Machine Repairer Helper	19.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4040
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY: Dunstable Pepperell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.49
01012 - Accounting Clerk II		20.76
01013 - Accounting Clerk III		23.22
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		23.95

01070 - Document Preparation Clerk 18.84
01090 - Duplicating Machine Operator 18.84
01111 - General Clerk I 15.20
01112 - General Clerk II 16.59
01113 - General Clerk III 18.62
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.42
01191 - Order Clerk I 18.69
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 21.32
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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 15.08
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.80
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 12.68
07130 - Food Service Worker 14.28

07210 - Meat Cutter	21.86
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	14.28
11090 - Gardener	22.31
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.28
11260 - Pruner	16.60
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	21.96
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	24.19
12025 - Dental Hygienist	45.42
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	21.96
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	23.49
12160 - Medical Record Clerk	19.28
12190 - Medical Record Technician	23.73
12195 - Medical Transcriptionist	21.13
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	24.81
12236 - Optical Technician	21.10
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	36.56
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)		30.24
12320 - Substance Abuse Treatment Counselor		26.42
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.62
13061 - Media Specialist I		19.45
13062 - Media Specialist II		21.76
13063 - Media Specialist III		24.26
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		37.23
15000 - Instructional Occupations		
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 36.37
15070 - Flight Instructor (Pilot) 51.80
15080 - Graphic Artist 31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.47
15086 - Maintenance Test Pilot Rotary Wing 44.47
15088 - Non-Maintenance Test/Co-Pilot 44.47
15090 - Technical Instructor 28.68
15095 - Technical Instructor/Course Developer 35.08
15110 - Test Proctor 23.15
15120 - Tutor 23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.02
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.00
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 17.06
21080 - Production Line Worker (Food Processing) 20.00
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.87
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 20.00
21410 - Warehouse Specialist 20.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.38
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.38
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 31.81

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.74
II
23110 - Appliance Mechanic 24.44
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.58
23182 - Electronics Technician Maintenance II 29.15
23183 - Electronics Technician Maintenance III 30.63
23260 - Fabric Worker 24.23
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 25.42
23311 - Fuel Distribution System Mechanic 34.22
23312 - Fuel Distribution System Operator 27.12
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 25.42
23392 - Gunsmith II 28.05
23393 - Gunsmith III 31.08
23410 - Heating Ventilation And Air-Conditioning 30.08
Mechanic
23411 - Heating Ventilation And Air Contidioning 31.29
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 29.57
23470 - Laborer 15.89
23510 - Locksmith 27.81
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79
23640 - Millwright 28.36
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.08
23850 - Rigger 25.68
23870 - Scale Mechanic 28.05
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 23.18

23931 - Telecommunications Mechanic I	36.99
23932 - Telecommunications Mechanic II	39.02
23950 - Telephone Lineman	34.77
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	30.04
23970 - Woodcraft Worker	31.08
23980 - Woodworker	25.42
24000 - Personal Needs Occupations	
24550 - Case Manager	15.94
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.11
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.11
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.97
28042 - Carnival Equipment Repairer	16.92
28043 - Carnival Worker	13.21
28210 - Gate Attendant/Gate Tender	17.86
28310 - Lifeguard	14.82
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.94
28515 - Recreation Specialist	24.88
28630 - Sports Official	15.92
28690 - Swimming Pool Operator	19.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		29.93
30052 - Cryogenic Technician II		33.06
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		38.49
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		25.74
30221 - Latent Fingerprint Technician I		32.64
30222 - Latent Fingerprint Technician II		36.05
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		31.84
30462 - Technical Writer II		38.94
30463 - Technical Writer III		47.13
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.64

31030 - Bus Driver	22.94
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.46
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	17.67
99252 - Laboratory Animal Caretaker II	18.95
99260 - Marketing Analyst	35.05
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	30.36
99831 - Surveying Aide	20.08
99832 - Surveying Technician	27.62
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	22.95
99842 - Vending Machine Repairer Helper	19.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4041
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following towns in ESSEX COUNTY:
Marblehead Swampscott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07

01112 - General Clerk II 17.54
01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.34
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 19.15
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.33
01612 - Word Processor II 22.84
01613 - Word Processor III 25.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 15.96
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 15.65
07041 - Cook I 19.26
07042 - Cook II 21.27
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.02
09040 - Furniture Handler 16.61
09080 - Furniture Refinisher 21.02
09090 - Furniture Refinisher Helper 18.78
09110 - Furniture Repairer Minor 20.94
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 20.90
12130 - Medical Laboratory Technician 27.47
12160 - Medical Record Clerk 20.53
12190 - Medical Record Technician 25.27
12195 - Medical Transcriptionist 22.46
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 28.67
12236 - Optical Technician 22.70
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.61
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
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		20.68
13062 - Media Specialist II		22.21
13063 - Media Specialist III		24.76
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		21.10
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.07
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		32.60

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 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.99
19040 - Tool And Die Maker 32.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.70
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.64
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 21.70
21410 - Warehouse Specialist 21.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95

23110 - Appliance Mechanic 27.99
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.40
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 38.87
23312 - Fuel Distribution System Operator 32.26
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 17.64
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 30.38
23550 - Machinist Maintenance 29.21
23580 - Maintenance Trades Helper 22.61
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 31.27
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.99
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 29.21
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 26.77
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 38.87

23960 - Welder Combination Maintenance		30.38
23965 - Well Driller		31.52
23970 - Woodcraft Worker		32.61
23980 - Woodworker		27.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		15.04
24580 - Child Care Center Clerk		18.75
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		36.18
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		36.18
27070 - Firefighter		31.57
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.57
28042 - Carnival Equipment Repairer		18.61
28043 - Carnival Worker		14.00
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
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 29.34
30052 - Cryogenic Technician II 32.41
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 26.49
30210 - Laboratory Technician 26.82
30221 - Latent Fingerprint Technician I 30.96
30222 - Latent Fingerprint Technician II 34.20
30240 - Mathematical Technician 32.12
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 32.41
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 32.41
30461 - Technical Writer I 28.70
30462 - Technical Writer II 35.11
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.45
31030 - Bus Driver 23.99
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 15.55

31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	19.44
99252 - Laboratory Animal Caretaker II	20.85
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4042
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following towns in ESSEX COUNTY:
Marblehead Swampscott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.00

01070 - Document Preparation Clerk 18.37
01090 - Duplicating Machine Operator 18.37
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.42
01191 - Order Clerk I 18.69
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 16.07
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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 15.96
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.65
07041 - Cook I 17.51
07042 - Cook II 19.34
07070 - Dishwasher 13.72
07130 - Food Service Worker 14.28

07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	16.61
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	18.78
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.01
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	27.47
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	22.97
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	13.83
12223 - Nursing Assistant III	15.10
12224 - Nursing Assistant IV	16.94
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.70
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.98
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)		31.68
12320 - Substance Abuse Treatment Counselor		31.46
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.79
13061 - Media Specialist I		18.80
13062 - Media Specialist II		20.19
13063 - Media Specialist III		22.51
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		
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 37.07
15070 - Flight Instructor (Pilot) 50.97
15080 - Graphic Artist 31.80
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 28.68
15095 - Technical Instructor/Course Developer 35.08
15110 - Test Proctor 23.15
15120 - Tutor 23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.99
19040 - Tool And Die Maker 32.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.70
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.64
21071 - Order Filler 16.53
21080 - Production Line Worker (Food Processing) 21.70
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 21.70
21410 - Warehouse Specialist 21.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 31.81

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.74
II
23110 - Appliance Mechanic 27.99
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.40
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 35.34
23312 - Fuel Distribution System Operator 29.33
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning 30.08
Mechanic
23411 - Heating Ventilation And Air Contidioning 31.29
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 29.21
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 17.64
23510 - Locksmith 27.99
23530 - Machinery Maintenance Mechanic 30.38
23550 - Machinist Maintenance 29.21
23580 - Maintenance Trades Helper 22.61
23591 - Metrology Technician I 29.21
23592 - Metrology Technician II 31.27
23593 - Metrology Technician III 31.60
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.99
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 29.21
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 26.77

23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.67
23950 - Telephone Lineman	35.34
23960 - Welder Combination Maintenance	30.38
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.47
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	16.47
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	29.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.97
28042 - Carnival Equipment Repairer	16.92
28043 - Carnival Worker	13.21
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	23.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25

30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 28.15
30052 - Cryogenic Technician II 31.09
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 15.84
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 25.41
30210 - Laboratory Technician 25.74
30221 - Latent Fingerprint Technician I 28.15
30222 - Latent Fingerprint Technician II 31.09
30240 - Mathematical Technician 29.20
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 31.09
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 31.09
30461 - Technical Writer I 28.30
30462 - Technical Writer II 34.62
30463 - Technical Writer III 41.88
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 17.66

31030 - Bus Driver	23.44
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	19.44
99252 - Laboratory Animal Caretaker II	20.85
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	29.38
99831 - Surveying Aide	19.44
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4043
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Hampshire

This wage determination is applicable to the following cities and towns in the following counties:

HILLSBOROUGH COUNTY: Amherst Brookline Greenfield Greenville Hollis Hudson Litchfield Lyndeboro Mason Merrimack Milford Mont Vernon Nashua Temple Wilton

ROCKINGHAM COUNTY: Chester Derry Londonderry Windham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37

01035 - Court Reporter 21.60
01041 - Customer Service Representative I 17.01
01042 - Customer Service Representative II 18.56
01043 - Customer Service Representative III 20.85
01051 - Data Entry Operator I 17.37
01052 - Data Entry Operator II 18.95
01060 - Dispatcher Motor Vehicle 23.86
01070 - Document Preparation Clerk 18.96
01090 - Duplicating Machine Operator 18.96
01111 - General Clerk I 16.07
01112 - General Clerk II 17.54
01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.34
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 18.51
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 22.35
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
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
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 14.68

05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	13.60
07130 - Food Service Worker	13.83
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	22.53
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.62
11240 - Maid or Houseman	13.74
11260 - Pruner	17.33
11270 - Tractor Operator	21.19
11330 - Trail Maintenance Worker	18.62
11360 - Window Cleaner	19.27
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
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	45.42
12030 - EKG Technician	37.63
12035 - Electroneurodiagnostic Technologist	37.63
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	25.27
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	45.11
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77

12224 - Nursing Assistant IV		17.71
12235 - Optical Dispenser		23.28
12236 - Optical Technician		20.34
12250 - Pharmacy Technician		18.00
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		37.20
12311 - Registered Nurse I		26.33
12312 - Registered Nurse II		32.21
12313 - Registered Nurse II Specialist		32.21
12314 - Registered Nurse III		38.97
12315 - Registered Nurse III Anesthetist		38.97
12316 - Registered Nurse IV		46.71
12317 - Scheduler (Drug and Alcohol Testing)		32.36
12320 - Substance Abuse Treatment Counselor		26.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.21
13012 - Exhibits Specialist II		26.28
13013 - Exhibits Specialist III		32.14
13041 - Illustrator I		21.74
13042 - Illustrator II		26.94
13043 - Illustrator III		32.95
13047 - Librarian		32.69
13050 - Library Aide/Clerk		16.73
13054 - Library Information Technology Systems Administrator		29.52
13058 - Library Technician		22.46
13061 - Media Specialist I		21.30
13062 - Media Specialist II		23.83
13063 - Media Specialist III		26.57
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		21.10
13110 - Video Teleconference Technician		24.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.26
14042 - Computer Operator II		20.43
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.30
14045 - Computer Operator V		28.03
14071 - Computer Programmer I	(see 1)	24.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26

14160 - Personal Computer Support Technician 25.33
14170 - System Support Specialist 40.95
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.43
15020 - Aircrew Training Devices Instructor (Rated) 40.46
15030 - Air Crew Training Devices Instructor (Pilot) 48.48
15050 - Computer Based Training Specialist / Instructor 33.43
15060 - Educational Technologist 36.37
15070 - Flight Instructor (Pilot) 48.48
15080 - Graphic Artist 29.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.48
15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.55
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
21071 - Order Filler 14.78
21080 - Production Line Worker (Food Processing) 19.55
21110 - Shipping Packer 19.26
21130 - Shipping/Receiving Clerk 19.26
21140 - Store Worker I 14.87
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.55
21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40

23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 24.93
23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 37.35
23130 - Carpenter Maintenance 29.21
23140 - Carpet Layer 27.97
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 26.48
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 33.84
23312 - Fuel Distribution System Operator 27.47
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 16.86
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 22.59
23760 - Painter Maintenance 22.41

23790 - Pipefitter Maintenance	35.40
23810 - Plumber Maintenance	33.67
23820 - Pneudraulic Systems Mechanic	32.61
23850 - Rigger	28.25
23870 - Scale Mechanic	29.86
23890 - Sheet-Metal Worker Maintenance	29.20
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic I	35.50
23932 - Telecommunications Mechanic II	36.93
23950 - Telephone Lineman	34.25
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	30.04
23970 - Woodcraft Worker	32.61
23980 - Woodworker	25.44
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	14.78
24580 - Child Care Center Clerk	18.46
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	16.52
24630 - Homemaker	16.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.19
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.19
25190 - Ventilation Equipment Tender	25.82
25210 - Water Treatment Plant Operator	29.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	34.49
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	34.49
27070 - Firefighter	30.83
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.19
28042 - Carnival Equipment Repairer	16.06
28043 - Carnival Worker	12.58
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
30021 - Archeological Technician I		19.50
30022 - Archeological Technician II		21.82
30023 - Archeological Technician III		27.03
30030 - Cartographic Technician		27.03
30040 - Civil Engineering Technician		26.20
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
30061 - Drafter/CAD Operator I		19.50
30062 - Drafter/CAD Operator II		21.82
30063 - Drafter/CAD Operator III		24.32
30064 - Drafter/CAD Operator IV		29.93
30081 - Engineering Technician I		17.23
30082 - Engineering Technician II		19.36
30083 - Engineering Technician III		21.64
30084 - Engineering Technician IV		26.81
30085 - Engineering Technician V		32.80
30086 - Engineering Technician VI		39.69
30090 - Environmental Technician		27.03
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		35.90
30222 - Latent Fingerprint Technician II		39.66
30240 - Mathematical Technician		29.73
30361 - Paralegal/Legal Assistant I		21.02
30362 - Paralegal/Legal Assistant II		26.05
30363 - Paralegal/Legal Assistant III		31.87
30364 - Paralegal/Legal Assistant IV		38.56
30375 - Petroleum Supply Specialist		33.06
30390 - Photo-Optics Technician		27.03
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		29.83
30462 - Technical Writer II		36.49
30463 - Technical Writer III		44.14
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		29.93

30502 - Weather Forecaster II		36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.32
30621 - Weather Observer Senior	(see 2)	27.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.45
31030 - Bus Driver		23.99
31043 - Driver Courier		18.67
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		17.92
31310 - Taxi Driver		14.86
31361 - Truckdriver Light		19.71
31362 - Truckdriver Medium		20.90
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.41
99050 - Desk Clerk		14.26
99095 - Embalmer		36.37
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		13.54
99252 - Laboratory Animal Caretaker II		14.39
99260 - Marketing Analyst		35.05
99310 - Mortician		36.37
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		18.56
99710 - Recycling Laborer		19.71
99711 - Recycling Specialist		22.43
99730 - Refuse Collector		18.39
99810 - Sales Clerk		14.43
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		30.46
99831 - Surveying Aide		18.54
99832 - Surveying Technician		27.70
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		21.95
99842 - Vending Machine Repairer Helper		18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4044
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Hampshire

This wage determination is applicable to the following cities and towns in the following counties:

HILLSBOROUGH COUNTY: Amherst Brookline Greenfield Greenville Hollis Hudson Litchfield Lyndeboro Mason Merrimack Milford Mont Vernon Nashua Temple Wilton

ROCKINGHAM COUNTY: Chester Derry Londonderry Windham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.49

01012 - Accounting Clerk II	20.76
01013 - Accounting Clerk III	23.22
01020 - Administrative Assistant	30.54
01035 - Court Reporter	21.60
01041 - Customer Service Representative I	16.46
01042 - Customer Service Representative II	18.50
01043 - Customer Service Representative III	20.19
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	23.86
01070 - Document Preparation Clerk	18.79
01090 - Duplicating Machine Operator	18.79
01111 - General Clerk I	15.20
01112 - General Clerk II	16.59
01113 - General Clerk III	18.62
01120 - Housing Referral Assistant	23.05
01141 - Messenger Courier	16.42
01191 - Order Clerk I	18.69
01192 - Order Clerk II	20.39
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	18.48
01311 - Secretary I	18.48
01312 - Secretary II	20.68
01313 - Secretary III	23.05
01320 - Service Order Dispatcher	22.35
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	21.06
05040 - Automotive Glass Installer	20.13
05070 - Automotive Worker	20.13
05110 - Mobile Equipment Servicer	18.24
05130 - Motor Equipment Metal Mechanic	21.99
05160 - Motor Equipment Metal Worker	20.13
05190 - Motor Vehicle Mechanic	21.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	19.21
05280 - Motor Vehicle Wrecker	20.13

05310 - Painter Automotive	21.06
05340 - Radiator Repair Specialist	20.13
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	21.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.14
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	12.36
07130 - Food Service Worker	12.57
07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	11.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	19.14
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer Minor	17.45
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	20.48
11122 - Housekeeping Aide	16.37
11150 - Janitor	16.37
11210 - Laborer Grounds Maintenance	16.93
11240 - Maid or Houseman	12.49
11260 - Pruner	15.77
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.93
11360 - Window Cleaner	17.55
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	24.19
12025 - Dental Hygienist	45.42
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	23.25
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	22.97
12195 - Medical Transcriptionist	21.13
12210 - Nuclear Medicine Technologist	45.11

12221 - Nursing Assistant I		12.09
12222 - Nursing Assistant II		13.59
12223 - Nursing Assistant III		14.83
12224 - Nursing Assistant IV		16.65
12235 - Optical Dispenser		23.28
12236 - Optical Technician		20.34
12250 - Pharmacy Technician		17.34
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		36.56
12311 - Registered Nurse I		26.33
12312 - Registered Nurse II		32.21
12313 - Registered Nurse II Specialist		32.21
12314 - Registered Nurse III		38.97
12315 - Registered Nurse III Anesthetist		38.97
12316 - Registered Nurse IV		46.71
12317 - Scheduler (Drug and Alcohol Testing)		31.68
12320 - Substance Abuse Treatment Counselor		26.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.21
13012 - Exhibits Specialist II		26.28
13013 - Exhibits Specialist III		32.14
13041 - Illustrator I		21.66
13042 - Illustrator II		26.84
13043 - Illustrator III		32.82
13047 - Librarian		29.72
13050 - Library Aide/Clerk		15.21
13054 - Library Information Technology Systems Administrator		26.84
13058 - Library Technician		20.42
13061 - Media Specialist I		19.36
13062 - Media Specialist II		21.66
13063 - Media Specialist III		24.15
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	22.39
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		37.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		36.37
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		27.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.47
15086 - Maintenance Test Pilot Rotary Wing		44.47
15088 - Non-Maintenance Test/Co-Pilot		44.47
15090 - Technical Instructor		28.68
15095 - Technical Instructor/Course Developer		35.08
15110 - Test Proctor		23.15
15120 - Tutor		23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.02
19040 - Tool And Die Maker		26.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.55
21030 - Material Coordinator		27.47
21040 - Material Expediter		27.47
21050 - Material Handling Laborer		15.89
21071 - Order Filler		14.55
21080 - Production Line Worker (Food Processing)		19.55
21110 - Shipping Packer		18.80
21130 - Shipping/Receiving Clerk		18.80
21140 - Store Worker I		14.87
21150 - Stock Clerk		18.75
21210 - Tools And Parts Attendant		19.55
21410 - Warehouse Specialist		19.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.14

23019 - Aircraft Logs and Records Technician 29.93
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 26.54
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 29.93
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 24.44
23120 - Bicycle Repairer 16.80
23125 - Cable Splicer 33.95
23130 - Carpenter Maintenance 28.64
23140 - Carpet Layer 27.97
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 24.07
23290 - Fire Alarm System Mechanic 32.76
23310 - Fire Extinguisher Repairer 24.97
23311 - Fuel Distribution System Mechanic 30.76
23312 - Fuel Distribution System Operator 24.97
23370 - General Maintenance Worker 23.57
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 29.93
23382 - Ground Support Equipment Worker 31.65
23391 - Gunsmith I 24.97
23392 - Gunsmith II 27.97
23393 - Gunsmith III 31.08
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.12
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 29.57
23470 - Laborer 15.89
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79

23640 - Millwright 29.76
23710 - Office Appliance Repairer 22.26
23760 - Painter Maintenance 20.37
23790 - Pipefitter Maintenance 32.18
23810 - Plumber Maintenance 30.61
23820 - Pneudraulic Systems Mechanic 31.08
23850 - Rigger 25.68
23870 - Scale Mechanic 27.97
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 21.61
23931 - Telecommunications Mechanic I 33.87
23932 - Telecommunications Mechanic II 36.07
23950 - Telephone Lineman 31.14
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 31.08
23980 - Woodworker 23.13
24000 - Personal Needs Occupations
24550 - Case Manager 15.94
24570 - Child Care Attendant 13.44
24580 - Child Care Center Clerk 16.78
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 15.94
24630 - Homemaker 15.94
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.08
25040 - Sewage Plant Operator 28.31
25070 - Stationary Engineer 31.08
25190 - Ventilation Equipment Tender 23.47
25210 - Water Treatment Plant Operator 28.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.78
27008 - Corrections Officer 31.35
27010 - Court Security Officer 31.78
27030 - Detection Dog Handler 18.78
27040 - Detention Officer 31.35
27070 - Firefighter 28.03
27101 - Guard I 16.78
27102 - Guard II 18.78
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.81
28042 - Carnival Equipment Repairer 14.60
28043 - Carnival Worker 11.44
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 19.25

28510	Recreation Aide/Health Facility Attendant	14.04
28515	Recreation Specialist	23.61
28630	Sports Official	15.32
28690	Swimming Pool Operator	19.81
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	27.51
29020	Hatch Tender	27.51
29030	Line Handler	27.51
29041	Stevedore I	26.24
29042	Stevedore II	28.78
30000	Technical Occupations	
30010	Air Traffic Control Specialist Center (HFO) (see 2)	44.42
30011	Air Traffic Control Specialist Station (HFO) (see 2)	30.63
30012	Air Traffic Control Specialist Terminal (HFO) (see 2)	33.73
30021	Archeological Technician I	19.50
30022	Archeological Technician II	21.82
30023	Archeological Technician III	27.03
30030	Cartographic Technician	27.03
30040	Civil Engineering Technician	26.20
30051	Cryogenic Technician I	29.93
30052	Cryogenic Technician II	33.06
30061	Drafter/CAD Operator I	19.50
30062	Drafter/CAD Operator II	21.82
30063	Drafter/CAD Operator III	24.32
30064	Drafter/CAD Operator IV	29.93
30081	Engineering Technician I	17.00
30082	Engineering Technician II	19.09
30083	Engineering Technician III	21.45
30084	Engineering Technician IV	26.46
30085	Engineering Technician V	32.36
30086	Engineering Technician VI	39.15
30090	Environmental Technician	27.03
30095	Evidence Control Specialist	27.03
30210	Laboratory Technician	24.41
30221	Latent Fingerprint Technician I	32.64
30222	Latent Fingerprint Technician II	36.05
30240	Mathematical Technician	27.03
30361	Paralegal/Legal Assistant I	21.02
30362	Paralegal/Legal Assistant II	26.05
30363	Paralegal/Legal Assistant III	31.87
30364	Paralegal/Legal Assistant IV	38.56
30375	Petroleum Supply Specialist	33.06
30390	Photo-Optics Technician	27.03
30395	Radiation Control Technician	33.06
30461	Technical Writer I	29.83
30462	Technical Writer II	36.49
30463	Technical Writer III	44.14
30491	Unexploded Ordnance (UXO) Technician I	28.23
30492	Unexploded Ordnance (UXO) Technician II	34.15
30493	Unexploded Ordnance (UXO) Technician III	40.93

30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		29.93
30502 - Weather Forecaster II		36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.32
30621 - Weather Observer Senior	(see 2)	27.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		16.95
31030 - Bus Driver		22.39
31043 - Driver Courier		16.97
31260 - Parking and Lot Attendant		15.46
31290 - Shuttle Bus Driver		17.92
31310 - Taxi Driver		13.51
31361 - Truckdriver Light		17.92
31362 - Truckdriver Medium		19.00
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.19
99050 - Desk Clerk		12.96
99095 - Embalmer		34.60
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		12.31
99252 - Laboratory Animal Caretaker II		13.08
99260 - Marketing Analyst		35.05
99310 - Mortician		34.60
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		17.95
99710 - Recycling Laborer		17.92
99711 - Recycling Specialist		20.39
99730 - Refuse Collector		16.72
99810 - Sales Clerk		13.19
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		27.69
99831 - Surveying Aide		16.85
99832 - Surveying Technician		25.18
99840 - Vending Machine Attendant		18.44
99841 - Vending Machine Repairer		21.95
99842 - Vending Machine Repairer Helper		18.44

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4045
Revision No.: 17
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.77
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		23.58
01020 - Administrative Assistant		25.42
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		15.97

01052 - Data Entry Operator II	17.43
01060 - Dispatcher Motor Vehicle	22.78
01070 - Document Preparation Clerk	15.94
01090 - Duplicating Machine Operator	15.94
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	17.29
01192 - Order Clerk II	18.87
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	17.63
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	25.42
01420 - Survey Worker	23.40
01460 - Switchboard Operator/Receptionist	17.07
01531 - Travel Clerk I	14.96
01532 - Travel Clerk II	16.11
01533 - Travel Clerk III	17.32
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.11
07041 - Cook I	19.32
07042 - Cook II	21.34

07070 - Dishwasher 13.58
07130 - Food Service Worker 14.78
07210 - Meat Cutter 20.07
07260 - Waiter/Waitress 14.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.91
09040 - Furniture Handler 17.58
09080 - Furniture Refinisher 25.27
09090 - Furniture Refinisher Helper 20.74
09110 - Furniture Repairer Minor 23.35
09130 - Upholsterer 25.68
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 17.03
11060 - Elevator Operator 17.03
11090 - Gardener 24.38
11122 - Housekeeping Aide 20.46
11150 - Janitor 20.46
11210 - Laborer Grounds Maintenance 19.27
11240 - Maid or Houseman 14.80
11260 - Pruner 17.50
11270 - Tractor Operator 22.74
11330 - Trail Maintenance Worker 19.27
11360 - Window Cleaner 22.54
12000 - Health Occupations
12010 - Ambulance Driver 25.10
12011 - Breath Alcohol Technician 25.10
12012 - Certified Occupational Therapist Assistant 35.17
12015 - Certified Physical Therapist Assistant 33.82
12020 - Dental Assistant 22.48
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 22.92
12072 - Licensed Practical Nurse II 25.63
12073 - Licensed Practical Nurse III 28.57
12100 - Medical Assistant 21.63
12130 - Medical Laboratory Technician 32.77
12160 - Medical Record Clerk 23.71
12190 - Medical Record Technician 26.52
12195 - Medical Transcriptionist 22.92
12210 - Nuclear Medicine Technologist 56.33
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 27.35
12236 - Optical Technician 22.92
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 22.04

12305 - Radiologic Technologist		39.83
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)		31.09
12320 - Substance Abuse Treatment Counselor		28.57
13000 - Information And Arts Occupations		
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		18.94
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.37
13061 - Media Specialist I		19.52
13062 - Media Specialist II		21.83
13063 - Media Specialist III		24.33
13071 - Photographer I		19.52
13072 - Photographer II		21.83
13073 - Photographer III		27.04
13074 - Photographer IV		33.08
13075 - Photographer V		40.03
13090 - Technical Order Library Clerk		23.79
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
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)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.85
14160 - Personal Computer Support Technician		33.06
14170 - System Support Specialist		37.47
15000 - Instructional Occupations		
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	42.56
15086 - Maintenance Test Pilot Rotary Wing	42.56
15088 - Non-Maintenance Test/Co-Pilot	42.56
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.44
16090 - Presser Hand	14.44
16110 - Presser Machine Drycleaning	14.44
16130 - Presser Machine Shirts	14.44
16160 - Presser Machine Wearing Apparel Laundry	14.44
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.87
19040 - Tool And Die Maker	34.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.86
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	16.64
21071 - Order Filler	15.37
21080 - Production Line Worker (Food Processing)	19.86
21110 - Shipping Packer	20.06
21130 - Shipping/Receiving Clerk	20.06
21140 - Store Worker I	14.58
21150 - Stock Clerk	19.72
21210 - Tools And Parts Attendant	19.86
21410 - Warehouse Specialist	19.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.34
23019 - Aircraft Logs and Records Technician	26.32
23021 - Aircraft Mechanic I	30.21
23022 - Aircraft Mechanic II	31.34
23023 - Aircraft Mechanic III	32.64
23040 - Aircraft Mechanic Helper	23.38
23050 - Aircraft Painter	28.95
23060 - Aircraft Servicer	26.32
23070 - Aircraft Survival Flight Equipment Technician	28.95

23080 - Aircraft Worker 27.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.21
23110 - Appliance Mechanic 29.87
23120 - Bicycle Repairer 22.74
23125 - Cable Splicer 47.99
23130 - Carpenter Maintenance 28.56
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 30.21
23381 - Ground Support Equipment Servicer 26.32
23382 - Ground Support Equipment Worker 27.69
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 29.58
23440 - Heavy Equipment Operator 33.21
23460 - Instrument Mechanic 31.18
23465 - Laboratory/Shelter Mechanic 29.87
23470 - Laborer 16.64
23510 - Locksmith 29.87
23530 - Machinery Maintenance Mechanic 28.18
23550 - Machinist Maintenance 27.17
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 26.66
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	26.22
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
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	16.70
24620 - Family Readiness And Support Services Coordinator	18.85
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.18
25040 - Sewage Plant Operator	28.97
25070 - Stationary Engineer	31.18
25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant Operator	28.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.31
27007 - Baggage Inspector	18.71
27008 - Corrections Officer	35.99
27010 - Court Security Officer	34.30
27030 - Detection Dog Handler	20.92
27040 - Detention Officer	35.99
27070 - Firefighter	32.61
27101 - Guard I	18.71
27102 - Guard II	20.92
27131 - Police Officer I	32.03
27132 - Police Officer II	35.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.83
28042 - Carnival Equipment Repairer	20.19
28043 - Carnival Worker	14.49
28210 - Gate Attendant/Gate Tender	19.00
28310 - Lifeguard	14.02
28350 - Park Attendant (Aide)	21.26
28510 - Recreation Aide/Health Facility Attendant	15.51
28515 - Recreation Specialist	26.33
28630 - Sports Official	16.92
28690 - Swimming Pool Operator	22.30
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		25.92
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		21.85
30362 - Paralegal/Legal Assistant II		27.06
30363 - Paralegal/Legal Assistant III		33.10
30364 - Paralegal/Legal Assistant IV		40.06
30375 - Petroleum Supply Specialist		31.71
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		31.71
30461 - Technical Writer I		29.93
30462 - Technical Writer II		36.61
30463 - Technical Writer III		44.30
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	34.49
31020 - Bus Aide	19.28
31030 - Bus Driver	25.60
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	13.84
31290 - Shuttle Bus Driver	20.48
31310 - Taxi Driver	18.85
31361 - Truckdriver Light	16.93
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	26.94
31364 - Truckdriver Tractor-Trailer	26.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	14.11
99050 - Desk Clerk	15.53
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.46
99252 - Laboratory Animal Caretaker II	19.79
99260 - Marketing Analyst	29.56
99310 - Mortician	36.23
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	24.59
99711 - Recycling Specialist	29.01
99730 - Refuse Collector	22.33
99810 - Sales Clerk	15.15
99820 - School Crossing Guard	16.41
99830 - Survey Party Chief	28.01
99831 - Surveying Aide	19.92
99832 - Surveying Technician	25.46
99840 - Vending Machine Attendant	21.32
99841 - Vending Machine Repairer	25.25
99842 - Vending Machine Repairer Helper	21.32

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4046
Revision No.: 16
Date Of Last Revision: 08/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.82
01020 - Administrative Assistant		25.42
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		14.19

01042 - Customer Service Representative II	15.95
01043 - Customer Service Representative III	17.40
01051 - Data Entry Operator I	15.97
01052 - Data Entry Operator II	17.43
01060 - Dispatcher Motor Vehicle	22.78
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	19.10
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	17.19
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
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	23.98
01290 - Rental Clerk	17.19
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	25.42
01420 - Survey Worker	21.27
01460 - Switchboard Operator/Receptionist	15.59
01531 - Travel Clerk I	14.38
01532 - Travel Clerk II	15.55
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.65
05010 - Automotive Electrician	22.85
05040 - Automotive Glass Installer	21.86
05070 - Automotive Worker	21.86
05110 - Mobile Equipment Servicer	19.79
05130 - Motor Equipment Metal Mechanic	23.85
05160 - Motor Equipment Metal Worker	21.86
05190 - Motor Vehicle Mechanic	23.85
05220 - Motor Vehicle Mechanic Helper	18.45
05250 - Motor Vehicle Upholstery Worker	20.78
05280 - Motor Vehicle Wrecker	21.86
05310 - Painter Automotive	22.85
05340 - Radiator Repair Specialist	21.86
05370 - Tire Repairer	19.60
05400 - Transmission Repair Specialist	23.85
07000 - Food Preparation And Service Occupations	

07010 - Baker	15.64
07041 - Cook I	18.96
07042 - Cook II	20.95
07070 - Dishwasher	12.45
07130 - Food Service Worker	14.12
07210 - Meat Cutter	20.07
07260 - Waiter/Waitress	14.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	17.58
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	20.74
09110 - Furniture Repairer Minor	23.35
09130 - Upholsterer	25.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.48
11060 - Elevator Operator	15.48
11090 - Gardener	23.61
11122 - Housekeeping Aide	18.60
11150 - Janitor	18.60
11210 - Laborer Grounds Maintenance	18.66
11240 - Maid or Houseman	14.80
11260 - Pruner	16.94
11270 - Tractor Operator	22.01
11330 - Trail Maintenance Worker	18.66
11360 - Window Cleaner	20.49
12000 - Health Occupations	
12010 - Ambulance Driver	23.64
12011 - Breath Alcohol Technician	23.64
12012 - Certified Occupational Therapist Assistant	32.31
12015 - Certified Physical Therapist Assistant	33.82
12020 - Dental Assistant	22.48
12025 - Dental Hygienist	42.25
12030 - EKG Technician	34.09
12035 - Electroneurodiagnostic Technologist	34.09
12040 - Emergency Medical Technician	23.64
12071 - Licensed Practical Nurse I	21.77
12072 - Licensed Practical Nurse II	24.36
12073 - Licensed Practical Nurse III	27.16
12100 - Medical Assistant	21.57
12130 - Medical Laboratory Technician	29.79
12160 - Medical Record Clerk	21.55
12190 - Medical Record Technician	24.11
12195 - Medical Transcriptionist	21.77
12210 - Nuclear Medicine Technologist	53.52
12221 - Nursing Assistant I	13.25
12222 - Nursing Assistant II	14.89
12223 - Nursing Assistant III	16.25
12224 - Nursing Assistant IV	18.24
12235 - Optical Dispenser	27.35

12236 - Optical Technician		21.77
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		22.04
12305 - Radiologic Technologist		39.83
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)		29.29
12320 - Substance Abuse Treatment Counselor		26.07
13000 - Information And Arts Occupations		
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		18.17
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.60
13061 - Media Specialist I		18.77
13062 - Media Specialist II		21.01
13063 - Media Specialist III		23.42
13071 - Photographer I		18.77
13072 - Photographer II		21.01
13073 - Photographer III		26.02
13074 - Photographer IV		31.83
13075 - Photographer V		38.51
13090 - Technical Order Library Clerk		22.83
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
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)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.06

15000 - Instructional Occupations
  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 42.55
  15086 - Maintenance Test Pilot Rotary Wing 42.55
  15088 - Non-Maintenance Test/Co-Pilot 42.55
  15090 - Technical Instructor 25.37
  15095 - Technical Instructor/Course Developer 31.02
  15110 - Test Proctor 20.47
  15120 - Tutor 20.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
  16010 - Assembler 13.13
  16030 - Counter Attendant 13.13
  16040 - Dry Cleaner 15.72
  16070 - Finisher Flatwork Machine 13.13
  16090 - Presser Hand 13.13
  16110 - Presser Machine Drycleaning 13.13
  16130 - Presser Machine Shirts 13.13
  16160 - Presser Machine Wearing Apparel Laundry 13.13
  16190 - Sewing Machine Operator 16.65
  16220 - Tailor 17.38
  16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
  19010 - Machine-Tool Operator (Tool Room) 28.14
  19040 - Tool And Die Maker 32.73
21000 - Materials Handling And Packing Occupations
  21020 - Forklift Operator 19.86
  21030 - Material Coordinator 23.98
  21040 - Material Expediter 23.98
  21050 - Material Handling Laborer 16.64
  21071 - Order Filler 15.03
  21080 - Production Line Worker (Food Processing) 19.86
  21110 - Shipping Packer 20.06
  21130 - Shipping/Receiving Clerk 20.06
  21140 - Store Worker I 14.43
  21150 - Stock Clerk 19.52
  21210 - Tools And Parts Attendant 19.86
  21410 - Warehouse Specialist 19.86
23000 - Mechanics And Maintenance And Repair Occupations
  23010 - Aerospace Structural Welder 31.34
  23019 - Aircraft Logs and Records Technician 26.32
  23021 - Aircraft Mechanic I 30.21
  23022 - Aircraft Mechanic II 31.34
  23023 - Aircraft Mechanic III 32.64
  23040 - Aircraft Mechanic Helper 23.38

23050 - Aircraft Painter 28.95
23060 - Aircraft Servicer 26.32
23070 - Aircraft Survival Flight Equipment Technician 28.95
23080 - Aircraft Worker 27.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.21
23110 - Appliance Mechanic 28.14
23120 - Bicycle Repairer 20.67
23125 - Cable Splicer 43.63
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 26.92
23160 - Electrician Maintenance 32.18
23181 - Electronics Technician Maintenance I 28.26
23182 - Electronics Technician Maintenance II 29.54
23183 - Electronics Technician Maintenance III 30.83
23260 - Fabric Worker 25.59
23290 - Fire Alarm System Mechanic 29.37
23310 - Fire Extinguisher Repairer 24.37
23311 - Fuel Distribution System Mechanic 31.48
23312 - Fuel Distribution System Operator 26.12
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 30.21
23381 - Ground Support Equipment Servicer 26.32
23382 - Ground Support Equipment Worker 27.69
23391 - Gunsmith I 24.37
23392 - Gunsmith II 26.92
23393 - Gunsmith III 29.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.96
23430 - Heavy Equipment Mechanic 27.80
23440 - Heavy Equipment Operator 30.19
23460 - Instrument Mechanic 29.37
23465 - Laboratory/Shelter Mechanic 28.14
23470 - Laborer 16.64
23510 - Locksmith 28.14
23530 - Machinery Maintenance Mechanic 27.87
23550 - Machinist Maintenance 26.20
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.37
23592 - Metrology Technician II 30.46
23593 - Metrology Technician III 31.72
23640 - Millwright 29.37
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 29.44
23810 - Plumber Maintenance 28.21

23820 - Pneudraulic Systems Mechanic	29.37
23850 - Rigger	28.62
23870 - Scale Mechanic	26.92
23890 - Sheet-Metal Worker Maintenance	31.48
23910 - Small Engine Mechanic	26.22
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	29.37
23970 - Woodcraft Worker	29.37
23980 - Woodworker	24.37
24000 - Personal Needs Occupations	
24550 - Case Manager	18.62
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	15.18
24620 - Family Readiness And Support Services Coordinator	18.62
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.37
25040 - Sewage Plant Operator	27.79
25070 - Stationary Engineer	29.37
25190 - Ventilation Equipment Tender	22.72
25210 - Water Treatment Plant Operator	27.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.78
27007 - Baggage Inspector	17.43
27008 - Corrections Officer	34.64
27010 - Court Security Officer	33.30
27030 - Detection Dog Handler	19.50
27040 - Detention Officer	34.64
27070 - Firefighter	31.97
27101 - Guard I	17.43
27102 - Guard II	19.50
27131 - Police Officer I	31.36
27132 - Police Officer II	34.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.76
28042 - Carnival Equipment Repairer	19.05
28043 - Carnival Worker	13.67
28210 - Gate Attendant/Gate Tender	19.00
28310 - Lifeguard	13.85
28350 - Park Attendant (Aide)	21.26
28510 - Recreation Aide/Health Facility Attendant	15.51
28515 - Recreation Specialist	26.33
28630 - Sports Official	16.92
28690 - Swimming Pool Operator	21.37
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer			26.92
29020 - Hatch Tender			26.92
29030 - Line Handler			26.92
29041 - Stevedore I			25.59
29042 - Stevedore II			28.14
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)		44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)		30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)		33.73
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			17.29
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			25.92
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			21.85
30362 - Paralegal/Legal Assistant II			27.06
30363 - Paralegal/Legal Assistant III			33.10
30364 - Paralegal/Legal Assistant IV			40.06
30375 - Petroleum Supply Specialist			31.71
30390 - Photo-Optics Technician			29.20
30395 - Radiation Control Technician			31.71
30461 - Technical Writer I			29.93
30462 - Technical Writer II			36.61
30463 - Technical Writer III			44.30
30491 - Unexploded Ordnance (UXO) Technician I			28.23
30492 - Unexploded Ordnance (UXO) Technician II			34.15
30493 - Unexploded Ordnance (UXO) Technician III			40.93
30494 - Unexploded (UXO) Safety Escort			28.23
30495 - Unexploded (UXO) Sweep Personnel			28.23
30501 - Weather Forecaster I			32.34
30502 - Weather Forecaster II			39.33
30620 - Weather Observer Combined Upper Air Or	(see 2)		26.27

Surface Programs		
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		19.28
31030 - Bus Driver		25.60
31043 - Driver Courier		15.79
31260 - Parking and Lot Attendant		12.58
31290 - Shuttle Bus Driver		18.62
31310 - Taxi Driver		17.14
31361 - Truckdriver Light		16.93
31362 - Truckdriver Medium		18.70
31363 - Truckdriver Heavy		26.94
31364 - Truckdriver Tractor-Trailer		26.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.83
99050 - Desk Clerk		15.53
99095 - Embalmer		36.23
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		18.46
99252 - Laboratory Animal Caretaker II		19.79
99260 - Marketing Analyst		29.56
99310 - Mortician		36.23
99410 - Pest Controller		24.71
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		24.42
99711 - Recycling Specialist		28.80
99730 - Refuse Collector		22.16
99810 - Sales Clerk		14.27
99820 - School Crossing Guard		16.24
99830 - Survey Party Chief		28.01
99831 - Surveying Aide		19.92
99832 - Surveying Technician		25.46
99840 - Vending Machine Attendant		21.10
99841 - Vending Machine Repairer		25.00
99842 - Vending Machine Repairer Helper		21.10

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4047
Revision No.: 15
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.91
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54
01113 - General Clerk III		19.70
01120 - Housing Referral Assistant		23.71
01141 - Messenger Courier		17.34
01191 - Order Clerk I		20.49
01192 - Order Clerk II		22.36
01261 - Personnel Assistant (Employment) I		18.59
01262 - Personnel Assistant (Employment) II		20.80
01263 - Personnel Assistant (Employment) III		23.19
01270 - Production Control Clerk		27.47
01290 - Rental Clerk		19.15
01300 - Scheduler Maintenance		19.02
01311 - Secretary I		19.02
01312 - Secretary II		21.27
01313 - Secretary III		23.71
01320 - Service Order Dispatcher		19.53
01410 - Supply Technician		32.37
01420 - Survey Worker		21.10

01460 - Switchboard Operator/Receptionist 16.97
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
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.39
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.18
09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 20.88
09090 - Furniture Refinisher Helper 16.86
09110 - Furniture Repairer Minor 18.98
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 15.52
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.71
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27

12000 - Health Occupations

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	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
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)	32.36
12320 - Substance Abuse Treatment Counselor	22.54

13000 - Information And Arts Occupations

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	35.60
13050 - Library Aide/Clerk	17.63
13054 - Library Information Technology Systems Administrator	32.15
13058 - Library Technician	23.73
13061 - Media Specialist I	23.11
13062 - Media Specialist II	25.84

13063 - Media Specialist III		28.80
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		22.14
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		
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		36.83
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.48
15086 - Maintenance Test Pilot Rotary Wing		48.48
15088 - Non-Maintenance Test/Co-Pilot		48.48
15090 - Technical Instructor		29.29
15095 - Technical Instructor/Course Developer		35.83
15110 - Test Proctor		23.65
15120 - Tutor		23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26

16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.51
19040 - Tool And Die Maker	28.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
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	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43
23080 - Aircraft Worker	32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.95
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	17.42
23125 - Cable Splicer	45.96
23130 - Carpenter Maintenance	30.65
23140 - Carpet Layer	35.29
23160 - Electrician Maintenance	34.10
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	28.47
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	27.05
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	35.95
23381 - Ground Support Equipment Servicer	31.39
23382 - Ground Support Equipment Worker	32.92

23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 34.81
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 30.81
23710 - Office Appliance Repairer 25.51
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 27.83
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 34.02
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.56
23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 26.68
23965 - Well Driller 31.52
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.52
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 16.52
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77

27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		36.18
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		36.18
27070 - Firefighter		31.57
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.68
28042 - Carnival Equipment Repairer		18.81
28043 - Carnival Worker		14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		28.36
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		27.31
30221 - Latent Fingerprint Technician I		37.06
30222 - Latent Fingerprint Technician II		40.94
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.66
31030 - Bus Driver		24.27
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		16.57
31361 - Truckdriver Light		20.86
31362 - Truckdriver Medium		21.96
31363 - Truckdriver Heavy		25.42
31364 - Truckdriver Tractor-Trailer		25.42
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.60
99050 - Desk Clerk		14.70
99095 - Embalmer		40.21
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		19.09
99252 - Laboratory Animal Caretaker II		20.31
99260 - Marketing Analyst		34.51
99310 - Mortician		40.21
99410 - Pest Controller		23.48
99510 - Photofinishing Worker		18.56

99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage

determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4048
Revision No.: 14
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.57
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		16.81
01042 - Customer Service Representative II		18.91
01043 - Customer Service Representative III		20.64
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.26
01070 - Document Preparation Clerk		18.84
01090 - Duplicating Machine Operator		18.84
01111 - General Clerk I		15.19
01112 - General Clerk II		16.58
01113 - General Clerk III		18.61
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		16.42
01191 - Order Clerk I		18.82
01192 - Order Clerk II		20.54
01261 - Personnel Assistant (Employment) I		18.59
01262 - Personnel Assistant (Employment) II		20.80
01263 - Personnel Assistant (Employment) III		23.19
01270 - Production Control Clerk		27.47
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03
01313 - Secretary III		23.44

01320 - Service Order Dispatcher 19.00
01410 - Supply Technician 30.57
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.74
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 13.72
07130 - Food Service Worker 14.28
07210 - Meat Cutter 21.77
07260 - Waiter/Waitress 13.81
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.05
09040 - Furniture Handler 15.90
09080 - Furniture Refinisher 20.88
09090 - Furniture Refinisher Helper 16.86
09110 - Furniture Repairer Minor 18.98
09130 - Upholsterer 20.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.92
11060 - Elevator Operator 15.52
11090 - Gardener 22.54
11122 - Housekeeping Aide 17.16
11150 - Janitor 17.16
11210 - Laborer Grounds Maintenance 18.25
11240 - Maid or Houseman 15.71
11260 - Pruner 16.78

11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.84
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.37
12223 - Nursing Assistant III	15.68
12224 - Nursing Assistant IV	17.60
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	36.56
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)	31.35
12320 - Substance Abuse Treatment Counselor	22.28
13000 - Information And Arts Occupations	
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	35.60
13050 - Library Aide/Clerk	16.11
13054 - Library Information Technology Systems Administrator	32.15

13058 - Library Technician		23.72
13061 - Media Specialist I		22.75
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
13071 - Photographer I		18.65
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		30.00
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		20.23
13110 - Video Teleconference Technician		27.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.98
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
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		36.83
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.47
15086 - Maintenance Test Pilot Rotary Wing		44.47
15088 - Non-Maintenance Test/Co-Pilot		44.47
15090 - Technical Instructor		29.29
15095 - Technical Instructor/Course Developer		35.83
15110 - Test Proctor		23.65
15120 - Tutor		23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78

16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.02
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 17.06
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.54
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.54
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 17.00
23125 - Cable Splicer 44.08
23130 - Carpenter Maintenance 30.65
23140 - Carpet Layer 35.29
23160 - Electrician Maintenance 34.10
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 27.16
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 36.55
23312 - Fuel Distribution System Operator 30.32
23370 - General Maintenance Worker 23.59

23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 34.81
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 25.63
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79
23640 - Millwright 30.81
23710 - Office Appliance Repairer 25.51
23760 - Painter Maintenance 26.66
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 25.30
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 34.02
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.56
23950 - Telephone Lineman 41.88
23960 - Welder Combination Maintenance 26.68
23965 - Well Driller 31.52
23970 - Woodcraft Worker 31.52
23980 - Woodworker 26.15
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.31

25070 - Stationary Engineer		31.14
25190 - Ventilation Equipment Tender		24.29
25210 - Water Treatment Plant Operator		28.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.26
27007 - Baggage Inspector		16.78
27008 - Corrections Officer		34.42
27010 - Court Security Officer		32.67
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		34.42
27070 - Firefighter		30.91
27101 - Guard I		16.78
27102 - Guard II		18.95
27131 - Police Officer I		32.08
27132 - Police Officer II		35.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.88
28042 - Carnival Equipment Repairer		17.95
28043 - Carnival Worker		13.36
28210 - Gate Attendant/Gate Tender		17.20
28310 - Lifeguard		13.45
28350 - Park Attendant (Aide)		19.25
28510 - Recreation Aide/Health Facility Attendant		14.04
28515 - Recreation Specialist		23.84
28630 - Sports Official		15.32
28690 - Swimming Pool Operator		19.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.51
29020 - Hatch Tender		27.51
29030 - Line Handler		27.51
29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		28.36
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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 38.49
30090 - Environmental Technician 29.02
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 27.31
30221 - Latent Fingerprint Technician I 35.22
30222 - Latent Fingerprint Technician II 38.92
30240 - Mathematical Technician 29.20
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.30
30462 - Technical Writer II 34.62
30463 - Technical Writer III 41.88
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 18.66
31030 - Bus Driver 24.27
31043 - Driver Courier 18.02
31260 - Parking and Lot Attendant 15.49
31290 - Shuttle Bus Driver 19.16
31310 - Taxi Driver 15.88
31361 - Truckdriver Light 19.16
31362 - Truckdriver Medium 20.17
31363 - Truckdriver Heavy 25.42
31364 - Truckdriver Tractor-Trailer 25.42
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 16.65
99030 - Cashier 12.47
99050 - Desk Clerk 14.22
99095 - Embalmer 40.21
99130 - Flight Follower 28.23
99251 - Laboratory Animal Caretaker I 19.09
99252 - Laboratory Animal Caretaker II 20.31
99260 - Marketing Analyst 34.51

99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.95
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	20.51
99832 - Surveying Technician	28.19
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do

not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4049
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.91
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96

01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.59
01262 - Personnel Assistant (Employment) II	20.80
01263 - Personnel Assistant (Employment) III	23.19
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	15.10
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.07
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.52
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.41
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
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	20.90
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.20
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)		32.36
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
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		35.60
13050 - Library Aide/Clerk		17.63
13054 - Library Information Technology Systems Administrator		32.15
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		22.14
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		
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		36.83
15070 - Flight Instructor (Pilot)		50.97

15080 - Graphic Artist 32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.48
15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 29.29
15095 - Technical Instructor/Course Developer 35.83
15110 - Test Proctor 23.65
15120 - Tutor 23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.51
19040 - Tool And Die Maker 28.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 35.95

II
23110 - Appliance Mechanic 24.93
23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 45.96
23130 - Carpenter Maintenance 30.65
23140 - Carpet Layer 35.29
23160 - Electrician Maintenance 34.10
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
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 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 34.81
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 30.81
23710 - Office Appliance Repairer 25.51
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 27.83
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 34.02
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.56

23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 26.68
23965 - Well Driller 31.52
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.52
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 16.52
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 17.51
27008 - Corrections Officer 36.18
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 19.58
27040 - Detention Officer 36.18
27070 - Firefighter 31.57
27101 - Guard I 17.51
27102 - Guard II 19.58
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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 20.76
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.62
29020 - Hatch Tender 28.62
29030 - Line Handler 28.62
29041 - Stevedore I 27.29
29042 - Stevedore II 29.93
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 28.36
30051 - Cryogenic Technician I 29.93
30052 - Cryogenic Technician II 33.06
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 27.03
30210 - Laboratory Technician 27.31
30221 - Latent Fingerprint Technician I 37.06
30222 - Latent Fingerprint Technician II 40.94
30240 - Mathematical Technician 32.12
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.70
30462 - Technical Writer II 35.11
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.66
31030 - Bus Driver 24.27
31043 - Driver Courier 19.61

31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	40.21
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.31
99260 - Marketing Analyst	34.51
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4050
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.57
01035 - Court Reporter		25.25
01041 - Customer Service Representative I		16.81
01042 - Customer Service Representative II		18.91
01043 - Customer Service Representative III		20.64
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95

01060 - Dispatcher Motor Vehicle 21.26
01070 - Document Preparation Clerk 18.84
01090 - Duplicating Machine Operator 18.84
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.42
01191 - Order Clerk I 18.82
01192 - Order Clerk II 20.54
01261 - Personnel Assistant (Employment) I 18.59
01262 - Personnel Assistant (Employment) II 20.80
01263 - Personnel Assistant (Employment) III 23.19
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 19.00
01410 - Supply Technician 30.57
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.74
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 13.72

07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.77
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	15.10
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.07
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	15.52
11090 - Gardener	22.54
11122 - Housekeeping Aide	17.16
11150 - Janitor	17.16
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	15.41
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.84
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.37
12223 - Nursing Assistant III	15.68
12224 - Nursing Assistant IV	17.60
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	36.56

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)		31.35
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
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		35.60
13050 - Library Aide/Clerk		16.11
13054 - Library Information Technology Systems Administrator		32.15
13058 - Library Technician		23.72
13061 - Media Specialist I		22.75
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
13071 - Photographer I		18.65
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		30.00
13075 - Photographer V		38.26
13090 - Technical Order Library Clerk		20.23
13110 - Video Teleconference Technician		27.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.98
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
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 36.83
15070 - Flight Instructor (Pilot) 50.97
15080 - Graphic Artist 31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.47
15086 - Maintenance Test Pilot Rotary Wing 44.47
15088 - Non-Maintenance Test/Co-Pilot 44.47
15090 - Technical Instructor 29.29
15095 - Technical Instructor/Course Developer 35.83
15110 - Test Proctor 23.65
15120 - Tutor 23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.02
19040 - Tool And Die Maker 26.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 16.53
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.54
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.54
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 17.00
23125 - Cable Splicer 44.08
23130 - Carpenter Maintenance 30.65
23140 - Carpet Layer 35.29
23160 - Electrician Maintenance 34.10
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 27.16
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 36.55
23312 - Fuel Distribution System Operator 30.32
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 34.81
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 25.63
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79
23640 - Millwright 30.81
23710 - Office Appliance Repairer 25.51
23760 - Painter Maintenance 26.66
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 25.30
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 34.02

23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	41.88
23960 - Welder Combination Maintenance	26.68
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.26
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	34.42
27010 - Court Security Officer	32.67
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	34.42
27070 - Firefighter	30.91
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.36
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	19.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.57

29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		28.36
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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		15.84
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		27.03
30210 - Laboratory Technician		27.31
30221 - Latent Fingerprint Technician I		35.22
30222 - Latent Fingerprint Technician II		38.92
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15

31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	40.21
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.31
99260 - Marketing Analyst	34.51
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.95
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	20.51
99832 - Surveying Technician	28.19
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4051
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to Hanson town in Plymouth County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07
01112 - General Clerk II		17.54

01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.28
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 19.15
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.33
01612 - Word Processor II 22.84
01613 - Word Processor III 25.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 15.08
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 15.39
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.59

09040 - Furniture Handler 17.49
09080 - Furniture Refinisher 20.88
09090 - Furniture Refinisher Helper 18.55
09110 - Furniture Repairer Minor 20.88
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 15.32
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 20.90
12130 - Medical Laboratory Technician 28.13
12160 - Medical Record Clerk 20.69
12190 - Medical Record Technician 25.48
12195 - Medical Transcriptionist 22.28
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 27.16
12236 - Optical Technician 22.07
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.61
12305 - Radiologic Technologist 37.20
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)		32.36
12320 - Substance Abuse Treatment Counselor		19.51
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		19.07
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		22.14
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.48

15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.50
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.55
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.55
21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 27.50

23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 45.06
23130 - Carpenter Maintenance 32.35
23140 - Carpet Layer 31.82
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.97
23182 - Electronics Technician Maintenance II 31.34
23183 - Electronics Technician Maintenance III 32.72
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 38.19
23312 - Fuel Distribution System Operator 31.69
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 30.77
23440 - Heavy Equipment Operator 38.46
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.50
23760 - Painter Maintenance 29.33
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.69
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 26.30
23931 - Telecommunications Mechanic I 36.99
23932 - Telecommunications Mechanic II 39.02
23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 26.04

23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	17.54
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant Operator	29.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
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	21.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62
29041 - Stevedore I	27.29
29042 - Stevedore II	29.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.06

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		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		33.22
30222 - Latent Fingerprint Technician II		36.69
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.66
31030 - Bus Driver		24.27
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16

31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.49
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.67
99252 - Laboratory Animal Caretaker II	19.87
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	21.80
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4052
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to Hanson town in Plymouth County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.77
01070 - Document Preparation Clerk		18.37

01090 - Duplicating Machine Operator	18.37
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.71
01191 - Order Clerk I	19.05
01192 - Order Clerk II	20.79
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.24
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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	15.08
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.70

07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	15.32
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.28
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	18.81
12190 - Medical Record Technician	23.16
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.65
12222 - Nursing Assistant II	14.23
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.43
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.07
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		17.74
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		19.07
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		22.09
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
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		20.52
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.79
15000 - Instructional Occupations		
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		37.07

15070 - Flight Instructor (Pilot) 51.80
15080 - Graphic Artist 31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.47
15086 - Maintenance Test Pilot Rotary Wing 44.47
15088 - Non-Maintenance Test/Co-Pilot 44.47
15090 - Technical Instructor 28.68
15095 - Technical Instructor/Course Developer 35.08
15110 - Test Proctor 23.15
15120 - Tutor 23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.50
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.55
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 17.06
21080 - Production Line Worker (Food Processing) 19.55
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 19.55
21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.25
23021 - Aircraft Mechanic I 34.72
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.51
23040 - Aircraft Mechanic Helper 26.86
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.25
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.72
23110 - Appliance Mechanic 27.50
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 32.35
23140 - Carpet Layer 31.82
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 34.72
23312 - Fuel Distribution System Operator 28.81
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.72
23381 - Ground Support Equipment Servicer 30.25
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 30.05
23440 - Heavy Equipment Operator 38.46
23460 - Instrument Mechanic 28.69
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 27.50
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 28.69
23592 - Metrology Technician II 30.72
23593 - Metrology Technician III 31.04
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.50
23760 - Painter Maintenance 29.33
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 28.69
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 26.30
23931 - Telecommunications Mechanic I 36.99

23932 - Telecommunications Mechanic II 39.02
23950 - Telephone Lineman 41.88
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 31.52
23970 - Woodcraft Worker 31.52
23980 - Woodworker 26.15
24000 - Personal Needs Occupations
24550 - Case Manager 17.54
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 17.54
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.31
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 28.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.78
27008 - Corrections Officer 33.59
27010 - Court Security Officer 31.82
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 33.59
27070 - Firefighter 30.04
27101 - Guard I 16.78
27102 - Guard II 18.95
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.45
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.04
28515 - Recreation Specialist 23.84
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 21.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.51
29020 - Hatch Tender 27.51
29030 - Line Handler 27.51
29041 - Stevedore I 26.29
29042 - Stevedore II 29.25
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 29.93
30052 - Cryogenic Technician II 33.06
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 38.49
30090 - Environmental Technician 29.02
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 25.74
30221 - Latent Fingerprint Technician I 30.20
30222 - Latent Fingerprint Technician II 33.35
30240 - Mathematical Technician 29.20
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.30
30462 - Technical Writer II 34.62
30463 - Technical Writer III 41.88
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 18.66
31030 - Bus Driver 24.27

31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	15.49
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	18.67
99252 - Laboratory Animal Caretaker II	19.87
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	29.38
99831 - Surveying Aide	19.44
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4053
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69

01012 - Accounting Clerk II	22.12
01013 - Accounting Clerk III	24.73
01020 - Administrative Assistant	32.37
01035 - Court Reporter	22.95
01041 - Customer Service Representative I	17.01
01042 - Customer Service Representative II	18.56
01043 - Customer Service Representative III	20.85
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.28
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11

05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	14.73
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	15.32
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
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	20.90
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	22.28
12210 - Nuclear Medicine Technologist	46.81

12221 - Nursing Assistant I		12.86
12222 - Nursing Assistant II		14.45
12223 - Nursing Assistant III		15.77
12224 - Nursing Assistant IV		17.71
12235 - Optical Dispenser		27.16
12236 - Optical Technician		22.07
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		37.20
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)		32.36
12320 - Substance Abuse Treatment Counselor		19.51
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		19.07
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		22.14
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.48
15086 - Maintenance Test Pilot Rotary Wing		48.48
15088 - Non-Maintenance Test/Co-Pilot		48.48
15090 - Technical Instructor		28.79
15095 - Technical Instructor/Course Developer		35.22
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.50
19040 - Tool And Die Maker		31.98
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.55
21030 - Material Coordinator		27.47
21040 - Material Expediter		27.47
21050 - Material Handling Laborer		16.65
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		14.81
21150 - Stock Clerk		19.00
21210 - Tools And Parts Attendant		19.55
21410 - Warehouse Specialist		19.55
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.40

23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 27.50
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 45.06
23130 - Carpenter Maintenance 32.35
23140 - Carpet Layer 31.82
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.97
23182 - Electronics Technician Maintenance II 31.34
23183 - Electronics Technician Maintenance III 32.72
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 38.19
23312 - Fuel Distribution System Operator 31.69
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 30.77
23440 - Heavy Equipment Operator 38.46
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97

23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.50
23760 - Painter Maintenance 29.33
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.69
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 26.30
23931 - Telecommunications Mechanic I 36.99
23932 - Telecommunications Mechanic II 39.02
23950 - Telephone Lineman 44.33
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 31.52
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 17.54
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 17.54
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 17.51
27008 - Corrections Officer 36.18
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 19.58
27040 - Detention Officer 36.18
27070 - Firefighter 31.57
27101 - Guard I 17.51
27102 - Guard II 19.58
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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		21.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		33.22
30222 - Latent Fingerprint Technician II		36.69
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34

30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.66
31030 - Bus Driver		24.27
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		16.57
31361 - Truckdriver Light		20.86
31362 - Truckdriver Medium		21.96
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.60
99050 - Desk Clerk		15.20
99095 - Embalmer		39.85
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		18.67
99252 - Laboratory Animal Caretaker II		19.87
99260 - Marketing Analyst		33.38
99310 - Mortician		39.85
99410 - Pest Controller		21.80
99510 - Photofinishing Worker		18.56
99710 - Recycling Laborer		22.71
99711 - Recycling Specialist		26.39
99730 - Refuse Collector		20.89
99810 - Sales Clerk		14.43
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		31.44
99831 - Surveying Aide		22.36
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day

Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4054
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	19.06
01012 - Accounting Clerk II	21.40
01013 - Accounting Clerk III	23.95
01020 - Administrative Assistant	30.54
01035 - Court Reporter	22.95
01041 - Customer Service Representative I	16.46
01042 - Customer Service Representative II	18.50
01043 - Customer Service Representative III	20.19
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.77
01070 - Document Preparation Clerk	18.37
01090 - Duplicating Machine Operator	18.37
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	15.71
01191 - Order Clerk I	19.05
01192 - Order Clerk II	20.79
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.24
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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	14.73
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	15.72
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	15.32
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.01
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	18.81

12190 - Medical Record Technician		23.16
12195 - Medical Transcriptionist		22.28
12210 - Nuclear Medicine Technologist		46.81
12221 - Nursing Assistant I		12.65
12222 - Nursing Assistant II		14.23
12223 - Nursing Assistant III		15.53
12224 - Nursing Assistant IV		17.43
12235 - Optical Dispenser		27.16
12236 - Optical Technician		22.07
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		17.74
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		19.07
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		22.09
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
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		20.52
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.79
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		48.81
15080 - Graphic Artist		31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.47
15086 - Maintenance Test Pilot Rotary Wing		44.47
15088 - Non-Maintenance Test/Co-Pilot		44.47
15090 - Technical Instructor		28.68
15095 - Technical Instructor/Course Developer		35.08
15110 - Test Proctor		23.15
15120 - Tutor		23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.50
19040 - Tool And Die Maker		31.98
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.55
21030 - Material Coordinator		27.47
21040 - Material Expediter		27.47
21050 - Material Handling Laborer		15.89
21071 - Order Filler		16.53
21080 - Production Line Worker (Food Processing)		19.55
21110 - Shipping Packer		18.80
21130 - Shipping/Receiving Clerk		18.80
21140 - Store Worker I		14.57
21150 - Stock Clerk		18.75
21210 - Tools And Parts Attendant		19.55

21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.25
23021 - Aircraft Mechanic I 34.72
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.51
23040 - Aircraft Mechanic Helper 26.86
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.25
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.72
23110 - Appliance Mechanic 27.50
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 32.35
23140 - Carpet Layer 31.82
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 34.72
23312 - Fuel Distribution System Operator 28.81
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.72
23381 - Ground Support Equipment Servicer 30.25
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 30.05
23440 - Heavy Equipment Operator 38.46
23460 - Instrument Mechanic 28.69
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 27.50
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 21.55

23591 - Metrology Technician I	28.69
23592 - Metrology Technician II	30.72
23593 - Metrology Technician III	31.04
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.50
23760 - Painter Maintenance	29.33
23790 - Pipefitter Maintenance	33.73
23810 - Plumber Maintenance	32.31
23820 - Pneudraulic Systems Mechanic	31.52
23850 - Rigger	28.69
23870 - Scale Mechanic	28.86
23890 - Sheet-Metal Worker Maintenance	28.60
23910 - Small Engine Mechanic	26.30
23931 - Telecommunications Mechanic I	36.99
23932 - Telecommunications Mechanic II	39.02
23950 - Telephone Lineman	41.88
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	17.54
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.36

28210 - Gate Attendant/Gate Tender 17.20
28310 - Lifeguard 13.39
28350 - Park Attendant (Aide) 19.25
28510 - Recreation Aide/Health Facility Attendant 14.04
28515 - Recreation Specialist 23.84
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 21.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.51
29020 - Hatch Tender 27.51
29030 - Line Handler 27.51
29041 - Stevedore I 26.24
29042 - Stevedore II 28.78
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 29.93
30052 - Cryogenic Technician II 33.06
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 29.02
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 25.74
30221 - Latent Fingerprint Technician I 30.20
30222 - Latent Fingerprint Technician II 33.35
30240 - Mathematical Technician 29.20
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.30
30462 - Technical Writer II 34.62
30463 - Technical Writer III 41.88

30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		18.66
31030 - Bus Driver		24.27
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.88
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		15.20
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		18.67
99252 - Laboratory Animal Caretaker II		19.87
99260 - Marketing Analyst		33.38
99310 - Mortician		39.85
99410 - Pest Controller		21.69
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		29.38
99831 - Surveying Aide		20.90
99832 - Surveying Technician		26.72
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4055
Revision No.: 17
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37

01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	18.96
01090 - Duplicating Machine Operator	18.96
01111 - General Clerk I	16.07
01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	28.18
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.16
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	18.07
05250 - Motor Vehicle Upholstery Worker	20.34
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41

07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 22.10
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.18
09040 - Furniture Handler 13.71
09080 - Furniture Refinisher 19.56
09090 - Furniture Refinisher Helper 15.93
09110 - Furniture Repairer Minor 17.83
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 45.42
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 20.90
12130 - Medical Laboratory Technician 26.65
12160 - Medical Record Clerk 22.94
12190 - Medical Record Technician 26.20
12195 - Medical Transcriptionist 21.41
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 25.99
12236 - Optical Technician 20.54
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.98

12305 - Radiologic Technologist		37.20
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)		32.36
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		19.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		22.14
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		41.12
15000 - Instructional Occupations		
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	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.48
15086 - Maintenance Test Pilot Rotary Wing	48.48
15088 - Non-Maintenance Test/Co-Pilot	48.48
15090 - Technical Instructor	33.77
15095 - Technical Instructor/Course Developer	41.28
15110 - Test Proctor	27.25
15120 - Tutor	27.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.49
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	28.18
21040 - Material Expediter	28.18
21050 - Material Handling Laborer	16.65
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	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04
23050 - Aircraft Painter	34.43
23060 - Aircraft Servicer	31.39
23070 - Aircraft Survival Flight Equipment Technician	34.43

23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 28.01
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 45.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 33.95
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
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 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 33.25
23460 - Instrument Mechanic 30.60
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 29.32
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist Maintenance 25.81
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 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 30.60
23870 - Scale Mechanic 29.86

23890 - Sheet-Metal Worker Maintenance	30.93
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.02
23950 - Telephone Lineman	40.73
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	31.52
23970 - Woodcraft Worker	32.61
23980 - Woodworker	27.05
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	15.04
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	16.52
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.25
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	34.25
25190 - Ventilation Equipment Tender	26.72
25210 - Water Treatment Plant Operator	29.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	17.51
27008 - Corrections Officer	36.18
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	19.58
27040 - Detention Officer	36.18
27070 - Firefighter	31.57
27101 - Guard I	17.51
27102 - Guard II	19.58
27131 - Police Officer I	32.80
27132 - Police Officer II	36.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.68
28042 - Carnival Equipment Repairer	18.81
28043 - Carnival Worker	14.00
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	20.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.62
29020 - Hatch Tender	28.62
29030 - Line Handler	28.62

29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		29.19
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		34.88
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		30.02
30462 - Technical Writer II		36.72
30463 - Technical Writer III		44.44
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		35.11
30502 - Weather Forecaster II		42.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	28.54
30621 - Weather Observer Senior	(see 2)	31.71
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	34.49
31020 - Bus Aide	18.45
31030 - Bus Driver	24.27
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
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	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4056
Revision No.: 16
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46

01042 - Customer Service Representative II	18.50
01043 - Customer Service Representative III	20.19
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.00
01070 - Document Preparation Clerk	18.62
01090 - Duplicating Machine Operator	18.62
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	17.07
01191 - Order Clerk I	19.54
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	28.18
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	18.77
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.16
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	18.07
05250 - Motor Vehicle Upholstery Worker	20.34
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
07000 - Food Preparation And Service Occupations	

07010 - Baker	14.78
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.94
11060 - Elevator Operator	13.94
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.83
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.07
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	24.07
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.84
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.36
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	25.99

12236 - Optical Technician		20.54
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.98
12305 - Radiologic Technologist		36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		21.56
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		19.29
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		21.98
13062 - Media Specialist II		24.12
13063 - Media Specialist III		26.91
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		20.52
13110 - Video Teleconference Technician		26.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		37.98

15000 - Instructional Occupations	
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	37.07
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	31.88
15085 - Maintenance Test Pilot Fixed Jet/Prop	46.46
15086 - Maintenance Test Pilot Rotary Wing	46.46
15088 - Non-Maintenance Test/Co-Pilot	46.46
15090 - Technical Instructor	33.77
15095 - Technical Instructor/Course Developer	41.28
15110 - Test Proctor	27.25
15120 - Tutor	27.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.49
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.40
21030 - Material Coordinator	28.18
21040 - Material Expediter	28.18
21050 - Material Handling Laborer	15.89
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.40
21110 - Shipping Packer	18.80
21130 - Shipping/Receiving Clerk	18.80
21140 - Store Worker I	14.57
21150 - Stock Clerk	18.75
21210 - Tools And Parts Attendant	19.40
21410 - Warehouse Specialist	19.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.14
23019 - Aircraft Logs and Records Technician	30.34
23021 - Aircraft Mechanic I	34.74
23022 - Aircraft Mechanic II	36.14
23023 - Aircraft Mechanic III	37.58
23040 - Aircraft Mechanic Helper	27.10

23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 28.01
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 44.08
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 33.95
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.66
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 36.55
23312 - Fuel Distribution System Operator 30.32
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 33.25
23460 - Instrument Mechanic 30.60
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 29.32
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist Maintenance 25.63
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 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31

23820 - Pneudraulic Systems Mechanic	31.52
23850 - Rigger	30.60
23870 - Scale Mechanic	28.86
23890 - Sheet-Metal Worker Maintenance	30.93
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.02
23950 - Telephone Lineman	37.03
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.50
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.36
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	19.81
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer			28.05
29020 - Hatch Tender			28.05
29030 - Line Handler			28.05
29041 - Stevedore I			26.66
29042 - Stevedore II			29.32
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)		44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)		30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)		33.73
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			29.19
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			38.49
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			31.71
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			30.02
30462 - Technical Writer II			36.72
30463 - Technical Writer III			44.44
30491 - Unexploded Ordnance (UXO) Technician I			28.23
30492 - Unexploded Ordnance (UXO) Technician II			34.15
30493 - Unexploded Ordnance (UXO) Technician III			40.93
30494 - Unexploded (UXO) Safety Escort			28.23
30495 - Unexploded (UXO) Sweep Personnel			28.23
30501 - Weather Forecaster I			35.11
30502 - Weather Forecaster II			42.71
30620 - Weather Observer Combined Upper Air Or	(see 2)		28.54

Surface Programs		
30621 - Weather Observer Senior	(see 2)	31.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		18.30
31030 - Bus Driver		24.27
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.88
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		14.22
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
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		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		30.37
99831 - Surveying Aide		20.09
99832 - Surveying Technician		27.62
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4061
Revision No.: 18
Date Of Last Revision: 04/22/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in WORCESTER COUNTY: Ashburnham Fitchburg Gardner Leominster Lunenburg Phillipston Royalston Templeton Westminster Winchendon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.80
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 16.64
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.33
01612 - Word Processor II 18.33
01613 - Word Processor III 20.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.85
05010 - Automotive Electrician 19.58
05040 - Automotive Glass Installer 18.84
05070 - Automotive Worker 18.84
05110 - Mobile Equipment Servicer 17.24
05130 - Motor Equipment Metal Mechanic 20.37
05160 - Motor Equipment Metal Worker 18.84
05190 - Motor Vehicle Mechanic 20.37
05220 - Motor Vehicle Mechanic Helper 16.14
05250 - Motor Vehicle Upholstery Worker 18.12
05280 - Motor Vehicle Wrecker 18.84
05310 - Painter Automotive 19.58
05340 - Radiator Repair Specialist 18.84
05370 - Tire Repairer 17.12
05400 - Transmission Repair Specialist 20.37
07000 - Food Preparation And Service Occupations
07010 - Baker 16.83
07041 - Cook I 18.21
07042 - Cook II 20.02
07070 - Dishwasher 13.62
07130 - Food Service Worker 14.50
07210 - Meat Cutter 22.03
07260 - Waiter/Waitress 13.82
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.37
11060 - Elevator Operator 14.37
11090 - Gardener 21.43
11122 - Housekeeping Aide 15.08
11150 - Janitor 15.08
11210 - Laborer Grounds Maintenance 17.34
11240 - Maid or Houseman 14.31
11260 - Pruner 15.98
11270 - Tractor Operator 20.06
11330 - Trail Maintenance Worker 17.34
11360 - Window Cleaner 16.36
12000 - Health Occupations
12010 - Ambulance Driver 24.37
12011 - Breath Alcohol Technician 25.38
12012 - Certified Occupational Therapist Assistant 32.33
12015 - Certified Physical Therapist Assistant 33.45
12020 - Dental Assistant 23.45
12025 - Dental Hygienist 41.92
12030 - EKG Technician 38.46
12035 - Electroneurodiagnostic Technologist 38.46
12040 - Emergency Medical Technician 24.37
12071 - Licensed Practical Nurse I 22.70
12072 - Licensed Practical Nurse II 25.38
12073 - Licensed Practical Nurse III 28.29
12100 - Medical Assistant 18.37
12130 - Medical Laboratory Technician 23.84
12160 - Medical Record Clerk 20.02
12190 - Medical Record Technician 24.66
12195 - Medical Transcriptionist 22.70
12210 - Nuclear Medicine Technologist 55.78
12221 - Nursing Assistant I 12.75
12222 - Nursing Assistant II 14.33
12223 - Nursing Assistant III 15.64
12224 - Nursing Assistant IV 17.57
12235 - Optical Dispenser 28.72
12236 - Optical Technician 22.70
12250 - Pharmacy Technician 16.60
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 43.75
12316 - Registered Nurse IV 52.44
12317 - Scheduler (Drug and Alcohol Testing) 31.44

12320 - Substance Abuse Treatment Counselor		30.34
13000 - Information And Arts Occupations		
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		15.68
13054 - Library Information Technology Systems Administrator		28.19
13058 - Library Technician		20.48
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		20.49
13110 - Video Teleconference Technician		20.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	23.40
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
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		26.57
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.59
19040 - Tool And Die Maker 23.72
21000 - Materials Handling And Packing Occupations
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 17.29
21130 - Shipping/Receiving Clerk 17.29
21140 - Store Worker I 14.76
21150 - Stock Clerk 18.90
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
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 23.44
23125 - Cable Splicer 35.95

23130 - Carpenter Maintenance	23.85
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	20.77
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	26.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.65
23430 - Heavy Equipment Mechanic	29.62
23440 - Heavy Equipment Operator	28.00
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	31.07
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
24000 - Personal Needs Occupations	
24550 - Case Manager	16.94
24570 - Child Care Attendant	14.80
24580 - Child Care Center Clerk	18.45
24610 - Chore Aide	15.14
24620 - Family Readiness And Support Services Coordinator	16.94
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.62
25040 - Sewage Plant Operator	27.36
25070 - Stationary Engineer	29.62
25190 - Ventilation Equipment Tender	22.73
25210 - Water Treatment Plant Operator	27.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.14
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	29.24
27010 - Court Security Officer	29.03
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	29.24
27070 - Firefighter	27.81
27101 - Guard I	14.74
27102 - Guard II	18.61
27131 - Police Officer I	29.03
27132 - Police Officer II	31.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.82
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	11.58
28210 - Gate Attendant/Gate Tender	17.46
28310 - Lifeguard	14.49
28350 - Park Attendant (Aide)	19.53
28510 - Recreation Aide/Health Facility Attendant	14.25
28515 - Recreation Specialist	24.47
28630 - Sports Official	15.54
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.06
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 21.53
30362 - Paralegal/Legal Assistant II 26.66
30363 - Paralegal/Legal Assistant III 32.62
30364 - Paralegal/Legal Assistant IV 39.47
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 30.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 23.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
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
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.74
99050 - Desk Clerk	14.32
99095 - Embalmer	29.67
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	16.64
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	27.86
99310 - Mortician	29.67
99410 - Pest Controller	23.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.83
99711 - Recycling Specialist	25.26
99730 - Refuse Collector	20.12
99810 - Sales Clerk	14.19
99820 - School Crossing Guard	15.58
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.25
99841 - Vending Machine Repairer	23.78
99842 - Vending Machine Repairer Helper	20.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4062
Revision No.: 17
Date Of Last Revision: 04/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in WORCESTER COUNTY: Ashburnham Fitchburg Gardner Leominster Lunenburg Phillipston Royalston Templeton Westminster Winchendon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.37
01012 - Accounting Clerk II		18.37
01013 - Accounting Clerk III		20.56
01020 - Administrative Assistant		30.25
01035 - Court Reporter		20.51
01041 - Customer Service Representative I		14.75
01042 - Customer Service Representative II		16.58
01043 - Customer Service Representative III		18.09
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	22.50
01290 - Rental Clerk	19.03
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	18.92
01460 - Switchboard Operator/Receptionist	15.56
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.33
01612 - Word Processor II	18.33
01613 - Word Processor III	20.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.85
05010 - Automotive Electrician	17.80
05040 - Automotive Glass Installer	17.13
05070 - Automotive Worker	17.13
05110 - Mobile Equipment Servicer	15.78
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.13
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	15.56
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.30
07041 - Cook I	17.66
07042 - Cook II	19.41
07070 - Dishwasher	12.45
07130 - Food Service Worker	13.72
07210 - Meat Cutter	22.03
07260 - Waiter/Waitress	12.56
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.03
09040 - Furniture Handler 12.35
09080 - Furniture Refinisher 17.24
09090 - Furniture Refinisher Helper 14.32
09110 - Furniture Repairer Minor 15.70
09130 - Upholsterer 18.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.68
11060 - Elevator Operator 13.68
11090 - Gardener 21.42
11122 - Housekeeping Aide 14.55
11150 - Janitor 14.55
11210 - Laborer Grounds Maintenance 17.33
11240 - Maid or Houseman 13.47
11260 - Pruner 15.97
11270 - Tractor Operator 20.05
11330 - Trail Maintenance Worker 17.33
11360 - Window Cleaner 15.79
12000 - Health Occupations
12010 - Ambulance Driver 24.37
12011 - Breath Alcohol Technician 24.37
12012 - Certified Occupational Therapist Assistant 29.39
12015 - Certified Physical Therapist Assistant 30.41
12020 - Dental Assistant 22.42
12025 - Dental Hygienist 41.92
12030 - EKG Technician 36.93
12035 - Electroneurodiagnostic Technologist 36.93
12040 - Emergency Medical Technician 24.37
12071 - Licensed Practical Nurse I 21.78
12072 - Licensed Practical Nurse II 24.37
12073 - Licensed Practical Nurse III 27.17
12100 - Medical Assistant 17.92
12130 - Medical Laboratory Technician 23.84
12160 - Medical Record Clerk 20.02
12190 - Medical Record Technician 24.66
12195 - Medical Transcriptionist 21.78
12210 - Nuclear Medicine Technologist 53.54
12221 - Nursing Assistant I 12.09
12222 - Nursing Assistant II 13.59
12223 - Nursing Assistant III 14.83
12224 - Nursing Assistant IV 16.65
12235 - Optical Dispenser 28.72
12236 - Optical Technician 21.78
12250 - Pharmacy Technician 16.60
12280 - Phlebotomist 19.26
12305 - Radiologic Technologist 36.93
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		30.19
12320 - Substance Abuse Treatment Counselor		28.34
13000 - Information And Arts Occupations		
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		14.25
13054 - Library Information Technology Systems Administrator		28.19
13058 - Library Technician		20.48
13061 - Media Specialist I		20.32
13062 - Media Specialist II		22.57
13063 - Media Specialist III		25.15
13071 - Photographer I		18.58
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		18.63
13110 - Video Teleconference Technician		20.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.94
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		43.43
15050 - Computer Based Training Specialist / Instructor		29.94
15060 - Educational Technologist		40.58
15070 - Flight Instructor (Pilot)		43.43
15080 - Graphic Artist		26.36

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.43
15086 - Maintenance Test Pilot Rotary Wing 43.43
15088 - Non-Maintenance Test/Co-Pilot 43.43
15090 - Technical Instructor 28.37
15095 - Technical Instructor/Course Developer 34.71
15110 - Test Proctor 22.91
15120 - Tutor 22.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.94
16030 - Counter Attendant 13.94
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.94
16090 - Presser Hand 13.94
16110 - Presser Machine Drycleaning 13.94
16130 - Presser Machine Shirts 13.94
16160 - Presser Machine Wearing Apparel Laundry 13.94
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.59
19040 - Tool And Die Maker 23.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 23.14
21040 - Material Expediter 23.14
21050 - Material Handling Laborer 14.86
21071 - Order Filler 14.78
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 14.29
21150 - Stock Clerk 18.90
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.90
23019 - Aircraft Logs and Records Technician 25.67
23021 - Aircraft Mechanic I 28.86
23022 - Aircraft Mechanic II 29.90
23023 - Aircraft Mechanic III 30.95
23040 - Aircraft Mechanic Helper 22.73
23050 - Aircraft Painter 27.74
23060 - Aircraft Servicer 25.67
23070 - Aircraft Survival Flight Equipment Technician 27.74
23080 - Aircraft Worker 26.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.86

23110 - Appliance Mechanic 27.74
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 32.68
23130 - Carpenter Maintenance 23.85
23140 - Carpet Layer 26.70
23160 - Electrician Maintenance 30.56
23181 - Electronics Technician Maintenance I 26.70
23182 - Electronics Technician Maintenance II 27.74
23183 - Electronics Technician Maintenance III 28.86
23260 - Fabric Worker 25.67
23290 - Fire Alarm System Mechanic 28.86
23310 - Fire Extinguisher Repairer 24.29
23311 - Fuel Distribution System Mechanic 28.86
23312 - Fuel Distribution System Operator 24.29
23370 - General Maintenance Worker 20.77
23380 - Ground Support Equipment Mechanic 28.86
23381 - Ground Support Equipment Servicer 25.67
23382 - Ground Support Equipment Worker 26.70
23391 - Gunsmith I 24.29
23392 - Gunsmith II 26.70
23393 - Gunsmith III 28.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.65
23430 - Heavy Equipment Mechanic 28.86
23440 - Heavy Equipment Operator 28.00
23460 - Instrument Mechanic 28.86
23465 - Laboratory/Shelter Mechanic 27.74
23470 - Laborer 14.86
23510 - Locksmith 27.74
23530 - Machinery Maintenance Mechanic 25.73
23550 - Machinist Maintenance 24.86
23580 - Maintenance Trades Helper 22.73
23591 - Metrology Technician I 28.86
23592 - Metrology Technician II 29.90
23593 - Metrology Technician III 30.95
23640 - Millwright 28.86
23710 - Office Appliance Repairer 27.74
23760 - Painter Maintenance 20.48
23790 - Pipefitter Maintenance 34.92
23810 - Plumber Maintenance 31.07
23820 - Pneudraulic Systems Mechanic 28.86
23850 - Rigger 28.86
23870 - Scale Mechanic 26.70
23890 - Sheet-Metal Worker Maintenance 28.86
23910 - Small Engine Mechanic 26.70
23931 - Telecommunications Mechanic I 28.87
23932 - Telecommunications Mechanic II 29.90
23950 - Telephone Lineman 28.86

23960 - Welder Combination Maintenance		24.54
23965 - Well Driller		28.86
23970 - Woodcraft Worker		28.86
23980 - Woodworker		24.29
24000 - Personal Needs Occupations		
24550 - Case Manager		15.40
24570 - Child Care Attendant		14.28
24580 - Child Care Center Clerk		17.11
24610 - Chore Aide		13.76
24620 - Family Readiness And Support Services Coordinator		15.40
24630 - Homemaker		18.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.86
25040 - Sewage Plant Operator		26.45
25070 - Stationary Engineer		28.86
25190 - Ventilation Equipment Tender		22.73
25210 - Water Treatment Plant Operator		26.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.52
27007 - Baggage Inspector		13.92
27008 - Corrections Officer		26.58
27010 - Court Security Officer		26.39
27030 - Detection Dog Handler		18.61
27040 - Detention Officer		26.58
27070 - Firefighter		25.28
27101 - Guard I		13.92
27102 - Guard II		18.61
27131 - Police Officer I		29.03
27132 - Police Officer II		31.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.82
28042 - Carnival Equipment Repairer		12.68
28043 - Carnival Worker		11.58
28210 - Gate Attendant/Gate Tender		15.87
28310 - Lifeguard		14.13
28350 - Park Attendant (Aide)		17.75
28510 - Recreation Aide/Health Facility Attendant		12.95
28515 - Recreation Specialist		22.62
28630 - Sports Official		14.13
28690 - Swimming Pool Operator		20.24
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.70
29020 - Hatch Tender		26.70
29030 - Line Handler		26.70
29041 - Stevedore I		25.67
29042 - Stevedore II		27.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 19.57
30362 - Paralegal/Legal Assistant II 24.24
30363 - Paralegal/Legal Assistant III 29.65
30364 - Paralegal/Legal Assistant IV 35.88
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 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 30.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 23.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 16.62
31030 - Bus Driver 21.72
31043 - Driver Courier 15.73
31260 - Parking and Lot Attendant 15.32

31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	16.63
31361 - Truckdriver Light	16.81
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	22.67
31364 - Truckdriver Tractor-Trailer	22.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.49
99050 - Desk Clerk	13.32
99095 - Embalmer	29.67
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	16.64
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	27.86
99310 - Mortician	29.67
99410 - Pest Controller	23.00
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	19.87
99711 - Recycling Specialist	22.99
99730 - Refuse Collector	18.31
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	20.21
99841 - Vending Machine Repairer	23.73
99842 - Vending Machine Repairer Helper	20.21

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4063
Revision No.: 16
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.81
01012 - Accounting Clerk II		17.76
01013 - Accounting Clerk III		19.86
01020 - Administrative Assistant		26.38
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		19.78
01052 - Data Entry Operator II		21.58

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 17.19
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 26.38
01420 - Survey Worker 19.66
01460 - Switchboard Operator/Receptionist 15.94
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
05000 - Automotive Service Occupations
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 16.20
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 17.60
07041 - Cook I 16.99
07042 - Cook II 18.52
07070 - Dishwasher 13.90

07130 - Food Service Worker	13.83
07210 - Meat Cutter	24.20
07260 - Waiter/Waitress	13.89
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.65
11060 - Elevator Operator	15.37
11090 - Gardener	21.20
11122 - Housekeeping Aide	15.37
11150 - Janitor	15.37
11210 - Laborer Grounds Maintenance	17.22
11240 - Maid or Houseman	14.29
11260 - Pruner	15.77
11270 - Tractor Operator	20.19
11330 - Trail Maintenance Worker	17.22
11360 - Window Cleaner	16.77
12000 - Health Occupations	
12010 - Ambulance Driver	24.94
12011 - Breath Alcohol Technician	24.94
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	22.31
12072 - Licensed Practical Nurse II	24.94
12073 - Licensed Practical Nurse III	27.80
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	22.31
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	26.10
12195 - Medical Transcriptionist	22.31
12210 - Nuclear Medicine Technologist	54.81
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	27.10
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	21.80
12305 - Radiologic Technologist	37.80

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)		30.89
12320 - Substance Abuse Treatment Counselor		22.08
13000 - Information And Arts Occupations		
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		20.52
13110 - Video Teleconference Technician		22.48
14000 - Information Technology Occupations		
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)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		33.28
15000 - Instructional Occupations		
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.54
19040 - Tool And Die Maker	30.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	26.17
21040 - Material Expediter	26.17
21050 - Material Handling Laborer	15.16
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	14.06
21150 - Stock Clerk	18.10
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.32
23019 - Aircraft Logs and Records Technician	24.38
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	22.26
23050 - Aircraft Painter	26.54
23060 - Aircraft Servicer	24.38
23070 - Aircraft Survival Flight Equipment Technician	26.54
23080 - Aircraft Worker	25.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.22
23110 - Appliance Mechanic 26.54
23120 - Bicycle Repairer 22.74
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 24.38
23290 - Fire Alarm System Mechanic 27.62
23310 - Fire Extinguisher Repairer 23.37
23311 - Fuel Distribution System Mechanic 28.28
23312 - Fuel Distribution System Operator 23.37
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 28.22
23381 - Ground Support Equipment Servicer 24.38
23382 - Ground Support Equipment Worker 25.48
23391 - Gunsmith I 23.37
23392 - Gunsmith II 25.48
23393 - Gunsmith III 27.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.02
23430 - Heavy Equipment Mechanic 27.62
23440 - Heavy Equipment Operator 31.67
23460 - Instrument Mechanic 27.62
23465 - Laboratory/Shelter Mechanic 26.54
23470 - Laborer 15.16
23510 - Locksmith 26.54
23530 - Machinery Maintenance Mechanic 25.30
23550 - Machinist Maintenance 29.87
23580 - Maintenance Trades Helper 22.26
23591 - Metrology Technician I 27.62
23592 - Metrology Technician II 28.67
23593 - Metrology Technician III 29.78
23640 - Millwright 27.62
23710 - Office Appliance Repairer 26.54
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 36.28
23810 - Plumber Maintenance 34.81
23820 - Pneudraulic Systems Mechanic 27.62
23850 - Rigger 27.62
23870 - Scale Mechanic 25.48
23890 - Sheet-Metal Worker Maintenance 27.62

23910 - Small Engine Mechanic 25.48
23931 - Telecommunications Mechanic I 33.63
23932 - Telecommunications Mechanic II 33.63
23950 - Telephone Lineman 28.74
23960 - Welder Combination Maintenance 25.30
23965 - Well Driller 27.62
23970 - Woodcraft Worker 27.62
23980 - Woodworker 23.37
24000 - Personal Needs Occupations
24550 - Case Manager 16.56
24570 - Child Care Attendant 14.77
24580 - Child Care Center Clerk 18.41
24610 - Chore Aide 15.28
24620 - Family Readiness And Support Services Coordinator 16.56
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.62
25040 - Sewage Plant Operator 26.54
25070 - Stationary Engineer 27.62
25190 - Ventilation Equipment Tender 22.26
25210 - Water Treatment Plant Operator 26.54
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.02
27007 - Baggage Inspector 15.85
27008 - Corrections Officer 28.63
27010 - Court Security Officer 28.63
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 28.63
27070 - Firefighter 27.95
27101 - Guard I 15.85
27102 - Guard II 18.95
27131 - Police Officer I 34.41
27132 - Police Officer II 38.25
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.33
28042 - Carnival Equipment Repairer 18.20
28043 - Carnival Worker 13.55
28210 - Gate Attendant/Gate Tender 16.24
28310 - Lifeguard 14.28
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 13.58
28515 - Recreation Specialist 22.62
28630 - Sports Official 14.47
28690 - Swimming Pool Operator 19.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.48
29020 - Hatch Tender 25.48
29030 - Line Handler 25.48
29041 - Stevedore I 24.38

29042 - Stevedore II 26.54
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49

31020 - Bus Aide	15.51
31030 - Bus Driver	21.30
31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	14.03
31290 - Shuttle Bus Driver	19.47
31310 - Taxi Driver	15.68
31361 - Truckdriver Light	17.73
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	22.27
31364 - Truckdriver Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.74
99050 - Desk Clerk	15.32
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	19.53
99252 - Laboratory Animal Caretaker II	20.51
99260 - Marketing Analyst	33.57
99310 - Mortician	36.23
99410 - Pest Controller	21.42
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	23.58
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.61
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	15.27
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	17.27
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	19.53
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	19.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4064
Revision No.: 15
Date Of Last Revision: 04/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.53
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		26.03
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 18.92
01052 - Data Entry Operator II 20.32
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 17.19
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 26.03
01420 - Survey Worker 19.66
01460 - Switchboard Operator/Receptionist 14.74
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
05000 - Automotive Service Occupations
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 16.20
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 17.60

07041 - Cook I	15.59
07042 - Cook II	17.00
07070 - Dishwasher	12.64
07130 - Food Service Worker	13.01
07210 - Meat Cutter	24.20
07260 - Waiter/Waitress	12.63
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.74
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	20.41
09110 - Furniture Repairer Minor	22.97
09130 - Upholsterer	23.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.65
11060 - Elevator Operator	14.78
11090 - Gardener	19.27
11122 - Housekeeping Aide	14.78
11150 - Janitor	14.78
11210 - Laborer Grounds Maintenance	15.65
11240 - Maid or Houseman	13.46
11260 - Pruner	14.34
11270 - Tractor Operator	18.35
11330 - Trail Maintenance Worker	15.65
11360 - Window Cleaner	16.21
12000 - Health Occupations	
12010 - Ambulance Driver	24.72
12011 - Breath Alcohol Technician	24.72
12012 - Certified Occupational Therapist Assistant	33.66
12015 - Certified Physical Therapist Assistant	33.02
12020 - Dental Assistant	20.73
12025 - Dental Hygienist	42.35
12030 - EKG Technician	37.46
12035 - Electroneurodiagnostic Technologist	37.46
12040 - Emergency Medical Technician	24.72
12071 - Licensed Practical Nurse I	22.09
12072 - Licensed Practical Nurse II	24.72
12073 - Licensed Practical Nurse III	27.56
12100 - Medical Assistant	17.12
12130 - Medical Laboratory Technician	22.09
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	26.10
12195 - Medical Transcriptionist	22.09
12210 - Nuclear Medicine Technologist	54.31
12221 - Nursing Assistant I	12.43
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.11
12235 - Optical Dispenser	27.10
12236 - Optical Technician	22.09

12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.82
12305 - Radiologic Technologist		37.46
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)		29.14
12320 - Substance Abuse Treatment Counselor		22.08
13000 - Information And Arts Occupations		
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		28.03
13058 - Library Technician		22.46
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		20.52
13110 - Video Teleconference Technician		22.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		30.25
15000 - Instructional Occupations		

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 45.54
15086 - Maintenance Test Pilot Rotary Wing 45.54
15088 - Non-Maintenance Test/Co-Pilot 45.54
15090 - Technical Instructor 26.66
15095 - Technical Instructor/Course Developer 32.62
15110 - Test Proctor 21.52
15120 - Tutor 21.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.94
16030 - Counter Attendant 13.94
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.94
16090 - Presser Hand 13.94
16110 - Presser Machine Drycleaning 13.94
16130 - Presser Machine Shirts 13.94
16160 - Presser Machine Wearing Apparel Laundry 13.94
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.24
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.15
19040 - Tool And Die Maker 30.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.26
21030 - Material Coordinator 26.17
21040 - Material Expediter 26.17
21050 - Material Handling Laborer 14.35
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 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.26
21410 - Warehouse Specialist 19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.32
23019 - Aircraft Logs and Records Technician 24.18
23021 - Aircraft Mechanic I 28.22
23022 - Aircraft Mechanic II 30.32
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 21.93
23050 - Aircraft Painter 26.47

23060 - Aircraft Servicer 24.18
23070 - Aircraft Survival Flight Equipment Technician 26.47
23080 - Aircraft Worker 25.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.22
23110 - Appliance Mechanic 26.47
23120 - Bicycle Repairer 20.67
23125 - Cable Splicer 30.77
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 26.29
23160 - Electrician Maintenance 32.18
23181 - Electronics Technician Maintenance I 26.39
23182 - Electronics Technician Maintenance II 27.59
23183 - Electronics Technician Maintenance III 28.80
23260 - Fabric Worker 24.18
23290 - Fire Alarm System Mechanic 27.42
23310 - Fire Extinguisher Repairer 23.10
23311 - Fuel Distribution System Mechanic 28.28
23312 - Fuel Distribution System Operator 23.29
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 28.22
23381 - Ground Support Equipment Servicer 24.18
23382 - Ground Support Equipment Worker 25.35
23391 - Gunsmith I 23.10
23392 - Gunsmith II 25.35
23393 - Gunsmith III 27.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.02
23430 - Heavy Equipment Mechanic 27.59
23440 - Heavy Equipment Operator 31.67
23460 - Instrument Mechanic 27.52
23465 - Laboratory/Shelter Mechanic 26.47
23470 - Laborer 15.05
23510 - Locksmith 26.47
23530 - Machinery Maintenance Mechanic 25.30
23550 - Machinist Maintenance 29.87
23580 - Maintenance Trades Helper 20.26
23591 - Metrology Technician I 27.52
23592 - Metrology Technician II 28.62
23593 - Metrology Technician III 29.76
23640 - Millwright 27.59
23710 - Office Appliance Repairer 26.47
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 36.28
23810 - Plumber Maintenance 34.81
23820 - Pneudraulic Systems Mechanic 27.59

23850 - Rigger 27.59
23870 - Scale Mechanic 25.35
23890 - Sheet-Metal Worker Maintenance 27.59
23910 - Small Engine Mechanic 25.35
23931 - Telecommunications Mechanic I 33.63
23932 - Telecommunications Mechanic II 33.63
23950 - Telephone Lineman 28.74
23960 - Welder Combination Maintenance 25.30
23965 - Well Driller 27.59
23970 - Woodcraft Worker 27.59
23980 - Woodworker 23.10
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.11
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.89
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.52
25040 - Sewage Plant Operator 25.98
25070 - Stationary Engineer 27.52
25190 - Ventilation Equipment Tender 22.17
25210 - Water Treatment Plant Operator 25.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.02
27007 - Baggage Inspector 15.85
27008 - Corrections Officer 28.63
27010 - Court Security Officer 28.63
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 28.63
27070 - Firefighter 27.95
27101 - Guard I 15.85
27102 - Guard II 18.95
27131 - Police Officer I 32.89
27132 - Police Officer II 36.55
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29
28042 - Carnival Equipment Repairer 17.11
28043 - Carnival Worker 12.74
28210 - Gate Attendant/Gate Tender 16.24
28310 - Lifeguard 13.90
28350 - Park Attendant (Aide) 17.74
28510 - Recreation Aide/Health Facility Attendant 13.58
28515 - Recreation Specialist 22.62
28630 - Sports Official 14.47
28690 - Swimming Pool Operator 19.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.35

29020 - Hatch Tender 25.35
29030 - Line Handler 25.35
29041 - Stevedore I 24.18
29042 - Stevedore II 26.47
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 21.20
30362 - Paralegal/Legal Assistant II 26.26
30363 - Paralegal/Legal Assistant III 32.12
30364 - Paralegal/Legal Assistant IV 38.86
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 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or (see 2) 26.27
Surface Programs

30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.51
31030 - Bus Driver		20.11
31043 - Driver Courier		16.85
31260 - Parking and Lot Attendant		14.03
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		14.25
31361 - Truckdriver Light		17.70
31362 - Truckdriver Medium		18.70
31363 - Truckdriver Heavy		21.09
31364 - Truckdriver Tractor-Trailer		21.09
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.50
99050 - Desk Clerk		13.93
99095 - Embalmer		36.23
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		19.53
99252 - Laboratory Animal Caretaker II		20.51
99260 - Marketing Analyst		33.57
99310 - Mortician		36.23
99410 - Pest Controller		21.42
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		21.44
99711 - Recycling Specialist		25.14
99730 - Refuse Collector		19.65
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.27
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		19.53
99841 - Vending Machine Repairer		22.36
99842 - Vending Machine Repairer Helper		19.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4065
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Lynn Nahant Saugus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07

01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
01531 - Travel Clerk I	18.36
01532 - Travel Clerk II	19.86
01533 - Travel Clerk III	21.41
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.64
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	19.26
07042 - Cook II	21.27
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 20.59
09040 - Furniture Handler 17.49
09080 - Furniture Refinisher 20.88
09090 - Furniture Refinisher Helper 18.55
09110 - Furniture Repairer Minor 20.88
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 20.90
12130 - Medical Laboratory Technician 27.47
12160 - Medical Record Clerk 20.53
12190 - Medical Record Technician 25.27
12195 - Medical Transcriptionist 22.46
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 28.67
12236 - Optical Technician 22.70
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.61
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)		32.36
12320 - Substance Abuse Treatment Counselor		31.46
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		20.68
13062 - Media Specialist II		22.21
13063 - Media Specialist III		24.76
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		21.10
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.07
15000 - Instructional Occupations		
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		37.07
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		32.60

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 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.99
19040 - Tool And Die Maker 32.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.70
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.64
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 21.70
21410 - Warehouse Specialist 21.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95

23110 - Appliance Mechanic 27.99
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.40
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 38.87
23312 - Fuel Distribution System Operator 32.26
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 17.64
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 30.38
23550 - Machinist Maintenance 29.21
23580 - Maintenance Trades Helper 22.61
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 31.27
23593 - Metrology Technician III 31.97
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.99
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 29.21
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 26.77
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 38.87

23960 - Welder Combination Maintenance		30.38
23965 - Well Driller		31.52
23970 - Woodcraft Worker		32.61
23980 - Woodworker		27.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		15.04
24580 - Child Care Center Clerk		18.75
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		36.18
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		36.18
27070 - Firefighter		31.57
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.57
28042 - Carnival Equipment Repairer		18.61
28043 - Carnival Worker		14.00
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
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 29.34
30052 - Cryogenic Technician II 32.41
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 26.49
30210 - Laboratory Technician 26.82
30221 - Latent Fingerprint Technician I 30.96
30222 - Latent Fingerprint Technician II 34.20
30240 - Mathematical Technician 32.12
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 32.41
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 32.41
30461 - Technical Writer I 28.70
30462 - Technical Writer II 35.11
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 18.45
31030 - Bus Driver 23.99
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 15.55

31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	19.44
99252 - Laboratory Animal Caretaker II	20.85
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4066
Revision No.: 15
Date Of Last Revision: 04/09/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Lynn Nahant Saugus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.00

01070 - Document Preparation Clerk 18.37
01090 - Duplicating Machine Operator 18.37
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.42
01191 - Order Clerk I 18.69
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 16.07
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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 15.64
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.65
07041 - Cook I 17.51
07042 - Cook II 19.34
07070 - Dishwasher 13.72
07130 - Food Service Worker 14.28

07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.59
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.88
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.28
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.99
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	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	27.47
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	22.97
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	13.83
12223 - Nursing Assistant III	15.10
12224 - Nursing Assistant IV	16.94
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.70
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.98
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)		31.68
12320 - Substance Abuse Treatment Counselor		31.46
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.79
13061 - Media Specialist I		18.80
13062 - Media Specialist II		20.19
13063 - Media Specialist III		22.51
13071 - Photographer I		18.17
13072 - Photographer II		20.33
13073 - Photographer III		25.19
13074 - Photographer IV		30.81
13075 - Photographer V		37.27
13090 - Technical Order Library Clerk		19.18
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		
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 37.07
15070 - Flight Instructor (Pilot) 51.80
15080 - Graphic Artist 31.80
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 28.68
15095 - Technical Instructor/Course Developer 35.08
15110 - Test Proctor 23.15
15120 - Tutor 23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.99
19040 - Tool And Die Maker 32.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.70
21030 - Material Coordinator 28.50
21040 - Material Expediter 28.50
21050 - Material Handling Laborer 17.64
21071 - Order Filler 17.06
21080 - Production Line Worker (Food Processing) 21.70
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 21.70
21410 - Warehouse Specialist 21.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 31.81

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.74
II
23110 - Appliance Mechanic 27.99
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 32.40
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 35.34
23312 - Fuel Distribution System Operator 29.33
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning 30.08
Mechanic
23411 - Heating Ventilation And Air Contidioning 31.29
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 29.21
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 17.64
23510 - Locksmith 27.99
23530 - Machinery Maintenance Mechanic 30.38
23550 - Machinist Maintenance 29.21
23580 - Maintenance Trades Helper 22.61
23591 - Metrology Technician I 29.21
23592 - Metrology Technician II 31.27
23593 - Metrology Technician III 31.60
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.99
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 29.21
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 26.77

23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.67
23950 - Telephone Lineman	35.34
23960 - Welder Combination Maintenance	30.38
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.47
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	16.47
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	29.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.97
28042 - Carnival Equipment Repairer	16.92
28043 - Carnival Worker	13.21
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	23.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		28.15
30052 - Cryogenic Technician II		31.09
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		38.49
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		25.41
30210 - Laboratory Technician		25.74
30221 - Latent Fingerprint Technician I		28.15
30222 - Latent Fingerprint Technician II		31.09
30240 - Mathematical Technician		29.20
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		31.09
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		31.09
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.66

31030 - Bus Driver	23.44
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	17.28
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	15.80
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	19.44
99252 - Laboratory Animal Caretaker II	20.85
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	29.38
99831 - Surveying Aide	19.44
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4067
Revision No.: 17
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Beverly Danvers Peabody Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		16.07

01112 - General Clerk II	17.54
01113 - General Clerk III	19.70
01120 - Housing Referral Assistant	23.71
01141 - Messenger Courier	17.34
01191 - Order Clerk I	20.49
01192 - Order Clerk II	22.36
01261 - Personnel Assistant (Employment) I	18.50
01262 - Personnel Assistant (Employment) II	20.69
01263 - Personnel Assistant (Employment) III	23.06
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	19.15
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.27
01313 - Secretary III	23.71
01320 - Service Order Dispatcher	19.53
01410 - Supply Technician	32.37
01420 - Survey Worker	21.10
01460 - Switchboard Operator/Receptionist	16.97
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
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.08
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.39
07041 - Cook I	19.40
07042 - Cook II	21.41
07070 - Dishwasher	14.85
07130 - Food Service Worker	14.82
07210 - Meat Cutter	22.10
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.02
09040 - Furniture Handler 16.61
09080 - Furniture Refinisher 21.02
09090 - Furniture Refinisher Helper 18.78
09110 - Furniture Repairer Minor 20.94
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 45.42
12030 - EKG Technician 37.63
12035 - Electroneurodiagnostic Technologist 37.63
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 20.90
12130 - Medical Laboratory Technician 26.65
12160 - Medical Record Clerk 22.40
12190 - Medical Record Technician 25.65
12195 - Medical Transcriptionist 21.41
12210 - Nuclear Medicine Technologist 40.69
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 28.67
12236 - Optical Technician 22.87
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.61
12305 - Radiologic Technologist 37.20
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)		32.36
12320 - Substance Abuse Treatment Counselor		22.54
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		23.11
13062 - Media Specialist II		25.84
13063 - Media Specialist III		28.80
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		21.10
13110 - Video Teleconference Technician		27.67
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.07
15000 - Instructional Occupations		
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		36.37
15070 - Flight Instructor (Pilot)		50.97
15080 - Graphic Artist		32.60

15085 - Maintenance Test Pilot Fixed Jet/Prop 48.48
15086 - Maintenance Test Pilot Rotary Wing 48.48
15088 - Non-Maintenance Test/Co-Pilot 48.48
15090 - Technical Instructor 29.36
15095 - Technical Instructor/Course Developer 35.92
15110 - Test Proctor 23.71
15120 - Tutor 23.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.49
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.51
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 22.51
21410 - Warehouse Specialist 22.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95

23110 - Appliance Mechanic 28.51
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 45.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 33.00
23160 - Electrician Maintenance 34.72
23181 - Electronics Technician Maintenance I 31.87
23182 - Electronics Technician Maintenance II 33.33
23183 - Electronics Technician Maintenance III 34.78
23260 - Fabric Worker 28.47
23290 - Fire Alarm System Mechanic 35.08
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 39.61
23312 - Fuel Distribution System Operator 32.81
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.59
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.59
23592 - Metrology Technician II 31.68
23593 - Metrology Technician III 32.14
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.08
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.30
23810 - Plumber Maintenance 35.76
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 29.76
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 27.27
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 39.61

23960 - Welder Combination Maintenance		26.04
23965 - Well Driller		31.52
23970 - Woodcraft Worker		32.61
23980 - Woodworker		27.05
24000 - Personal Needs Occupations		
24550 - Case Manager		16.52
24570 - Child Care Attendant		15.04
24580 - Child Care Center Clerk		18.75
24610 - Chore Aide		15.29
24620 - Family Readiness And Support Services Coordinator		16.52
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.25
25040 - Sewage Plant Operator		29.77
25070 - Stationary Engineer		34.25
25190 - Ventilation Equipment Tender		26.72
25210 - Water Treatment Plant Operator		29.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.46
27007 - Baggage Inspector		17.51
27008 - Corrections Officer		36.18
27010 - Court Security Officer		33.88
27030 - Detection Dog Handler		19.58
27040 - Detention Officer		36.18
27070 - Firefighter		31.57
27101 - Guard I		17.51
27102 - Guard II		19.58
27131 - Police Officer I		32.80
27132 - Police Officer II		36.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.68
28042 - Carnival Equipment Repairer		18.81
28043 - Carnival Worker		14.00
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		20.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.62
29020 - Hatch Tender		28.62
29030 - Line Handler		28.62
29041 - Stevedore I		27.29
29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 26.93
30051 - Cryogenic Technician I 29.93
30052 - Cryogenic Technician II 33.06
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 27.03
30210 - Laboratory Technician 26.82
30221 - Latent Fingerprint Technician I 37.06
30222 - Latent Fingerprint Technician II 40.94
30240 - Mathematical Technician 32.12
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.70
30462 - Technical Writer II 35.11
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 17.57
31030 - Bus Driver 23.32
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 15.55

31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	19.08
99252 - Laboratory Animal Caretaker II	20.29
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.80
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4068
Revision No.: 16
Date Of Last Revision: 04/09/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY: Beverly Danvers Peabody Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.50
01043 - Customer Service Representative III		20.19
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher Motor Vehicle		21.00

01070 - Document Preparation Clerk 18.51
01090 - Duplicating Machine Operator 18.51
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.67
01191 - Order Clerk I 19.21
01192 - Order Clerk II 20.96
01261 - Personnel Assistant (Employment) I 18.26
01262 - Personnel Assistant (Employment) II 20.43
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.77
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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 15.08
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 14.94
07041 - Cook I 18.23
07042 - Cook II 20.12
07070 - Dishwasher 13.72
07130 - Food Service Worker 14.28

07210 - Meat Cutter	21.70
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	16.61
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	18.78
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	21.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	14.28
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.56
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	45.42
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.59
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	25.84
12160 - Medical Record Clerk	20.36
12190 - Medical Record Technician	25.06
12195 - Medical Transcriptionist	21.41
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.80
12235 - Optical Dispenser	28.67
12236 - Optical Technician	22.87
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.24
12305 - Radiologic Technologist	36.56
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)		31.68
12320 - Substance Abuse Treatment Counselor		22.28
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		23.45
13061 - Media Specialist I		22.09
13062 - Media Specialist II		24.72
13063 - Media Specialist III		27.56
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		19.18
13110 - Video Teleconference Technician		27.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		
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 36.37
15070 - Flight Instructor (Pilot) 50.97
15080 - Graphic Artist 31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.54
15086 - Maintenance Test Pilot Rotary Wing 45.54
15088 - Non-Maintenance Test/Co-Pilot 45.54
15090 - Technical Instructor 29.36
15095 - Technical Instructor/Course Developer 35.92
15110 - Test Proctor 23.71
15120 - Tutor 23.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.49
19040 - Tool And Die Maker 32.45
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.51
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 15.89
21071 - Order Filler 16.53
21080 - Production Line Worker (Food Processing) 22.51
21110 - Shipping Packer 18.80
21130 - Shipping/Receiving Clerk 18.80
21140 - Store Worker I 14.57
21150 - Stock Clerk 18.75
21210 - Tools And Parts Attendant 22.51
21410 - Warehouse Specialist 22.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.14
23019 - Aircraft Logs and Records Technician 30.34
23021 - Aircraft Mechanic I 34.74
23022 - Aircraft Mechanic II 36.14
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 33.27
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 33.27
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 31.81

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.74
II
23110 - Appliance Mechanic 28.51
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 43.78
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 33.00
23160 - Electrician Maintenance 34.72
23181 - Electronics Technician Maintenance I 31.87
23182 - Electronics Technician Maintenance II 33.33
23183 - Electronics Technician Maintenance III 34.78
23260 - Fabric Worker 26.47
23290 - Fire Alarm System Mechanic 32.85
23310 - Fire Extinguisher Repairer 26.15
23311 - Fuel Distribution System Mechanic 36.01
23312 - Fuel Distribution System Operator 29.83
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.15
23392 - Gunsmith II 28.86
23393 - Gunsmith III 31.52
23410 - Heating Ventilation And Air-Conditioning 30.08
Mechanic
23411 - Heating Ventilation And Air Contidioning 31.29
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 31.10
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 29.59
23465 - Laboratory/Shelter Mechanic 30.19
23470 - Laborer 15.89
23510 - Locksmith 27.08
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.59
23592 - Metrology Technician II 31.68
23593 - Metrology Technician III 32.14
23640 - Millwright 29.76
23710 - Office Appliance Repairer 27.08
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.91
23810 - Plumber Maintenance 32.51
23820 - Pneudraulic Systems Mechanic 31.52
23850 - Rigger 29.76
23870 - Scale Mechanic 28.86
23890 - Sheet-Metal Worker Maintenance 29.57
23910 - Small Engine Mechanic 27.27

23931 - Telecommunications Mechanic I	34.20
23932 - Telecommunications Mechanic II	35.94
23950 - Telephone Lineman	36.01
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	31.52
23970 - Woodcraft Worker	31.52
23980 - Woodworker	26.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.48
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	16.48
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.78
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.78
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.36
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.04
28515 - Recreation Specialist	23.84
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	20.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51
29020 - Hatch Tender	27.51
29030 - Line Handler	27.51
29041 - Stevedore I	26.57
29042 - Stevedore II	29.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		26.93
30051 - Cryogenic Technician I		29.93
30052 - Cryogenic Technician II		33.06
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		15.84
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		27.03
30210 - Laboratory Technician		26.61
30221 - Latent Fingerprint Technician I		34.84
30222 - Latent Fingerprint Technician II		38.47
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.97

31030 - Bus Driver	21.20
31043 - Driver Courier	18.02
31260 - Parking and Lot Attendant	15.49
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.39
31361 - Truckdriver Light	19.16
31362 - Truckdriver Medium	20.17
31363 - Truckdriver Heavy	24.29
31364 - Truckdriver Tractor-Trailer	24.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.47
99050 - Desk Clerk	14.22
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	19.08
99252 - Laboratory Animal Caretaker II	20.29
99260 - Marketing Analyst	33.38
99310 - Mortician	39.85
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	22.29
99711 - Recycling Specialist	25.89
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	29.38
99831 - Surveying Aide	19.44
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4069
Revision No.: 15
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		27.54
01035 - Court Reporter		20.63
01041 - Customer Service Representative I		14.58
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		15.05

01052 - Data Entry Operator II 16.29
01060 - Dispatcher Motor Vehicle 20.63
01070 - Document Preparation Clerk 16.42
01090 - Duplicating Machine Operator 16.42
01111 - General Clerk I 14.51
01112 - General Clerk II 15.90
01113 - General Clerk III 17.86
01120 - Housing Referral Assistant 22.99
01141 - Messenger Courier 13.39
01191 - Order Clerk I 16.96
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.45
01262 - Personnel Assistant (Employment) II 20.63
01263 - Personnel Assistant (Employment) III 22.99
01270 - Production Control Clerk 29.12
01290 - Rental Clerk 20.46
01300 - Scheduler Maintenance 18.45
01311 - Secretary I 18.45
01312 - Secretary II 20.63
01313 - Secretary III 22.99
01320 - Service Order Dispatcher 18.45
01410 - Supply Technician 27.54
01420 - Survey Worker 20.63
01460 - Switchboard Operator/Receptionist 15.45
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.42
01612 - Word Processor II 18.45
01613 - Word Processor III 20.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.98
05010 - Automotive Electrician 20.40
05040 - Automotive Glass Installer 19.60
05070 - Automotive Worker 19.60
05110 - Mobile Equipment Servicer 17.53
05130 - Motor Equipment Metal Mechanic 21.30
05160 - Motor Equipment Metal Worker 19.60
05190 - Motor Vehicle Mechanic 21.30
05220 - Motor Vehicle Mechanic Helper 16.53
05250 - Motor Vehicle Upholstery Worker 18.55
05280 - Motor Vehicle Wrecker 19.60
05310 - Painter Automotive 20.40
05340 - Radiator Repair Specialist 19.60
05370 - Tire Repairer 17.53
05400 - Transmission Repair Specialist 21.30
07000 - Food Preparation And Service Occupations
07010 - Baker 15.29
07041 - Cook I 18.00
07042 - Cook II 20.13

07070 - Dishwasher 13.66
07130 - Food Service Worker 13.82
07210 - Meat Cutter 20.86
07260 - Waiter/Waitress 13.88
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.90
11060 - Elevator Operator 15.01
11090 - Gardener 21.76
11122 - Housekeeping Aide 15.01
11150 - Janitor 15.01
11210 - Laborer Grounds Maintenance 17.56
11240 - Maid or Houseman 15.09
11260 - Pruner 16.15
11270 - Tractor Operator 20.25
11330 - Trail Maintenance Worker 17.56
11360 - Window Cleaner 16.32
12000 - Health Occupations
12010 - Ambulance Driver 22.01
12011 - Breath Alcohol Technician 23.94
12012 - Certified Occupational Therapist Assistant 32.84
12015 - Certified Physical Therapist Assistant 31.72
12020 - Dental Assistant 21.73
12025 - Dental Hygienist 40.93
12030 - EKG Technician 36.27
12035 - Electroneurodiagnostic Technologist 36.27
12040 - Emergency Medical Technician 22.01
12071 - Licensed Practical Nurse I 21.41
12072 - Licensed Practical Nurse II 23.94
12073 - Licensed Practical Nurse III 26.68
12100 - Medical Assistant 22.91
12130 - Medical Laboratory Technician 21.41
12160 - Medical Record Clerk 19.71
12190 - Medical Record Technician 27.41
12195 - Medical Transcriptionist 21.41
12210 - Nuclear Medicine Technologist 52.60
12221 - Nursing Assistant I 12.43
12222 - Nursing Assistant II 13.97
12223 - Nursing Assistant III 15.24
12224 - Nursing Assistant IV 17.11
12235 - Optical Dispenser 23.94
12236 - Optical Technician 21.41
12250 - Pharmacy Technician 18.32
12280 - Phlebotomist 21.19

12305 - Radiologic Technologist		36.27
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		43.90
12316 - Registered Nurse IV		52.60
12317 - Scheduler (Drug and Alcohol Testing)		29.66
12320 - Substance Abuse Treatment Counselor		25.51
13000 - Information And Arts Occupations		
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
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	25.50
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
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	29.66
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.61
16030 - Counter Attendant	14.61
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.61
16090 - Presser Hand	14.61
16110 - Presser Machine Drycleaning	14.61
16130 - Presser Machine Shirts	14.61
16160 - Presser Machine Wearing Apparel Laundry	14.61
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.39
19040 - Tool And Die Maker	29.39
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.92
21030 - Material Coordinator	29.12
21040 - Material Expediter	29.12
21050 - Material Handling Laborer	14.73
21071 - Order Filler	14.59
21080 - Production Line Worker (Food Processing)	20.92
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	14.24
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	20.92
21410 - Warehouse Specialist	20.92
23000 - Mechanics And Maintenance And Repair Occupations	
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 23.44
23125 - Cable Splicer 31.04
23130 - Carpenter Maintenance 27.34
23140 - Carpet Layer 28.56
23160 - Electrician Maintenance 32.06
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 29.17
23310 - Fire Extinguisher Repairer 25.53
23311 - Fuel Distribution System Mechanic 31.04
23312 - Fuel Distribution System Operator 25.53
23370 - General Maintenance Worker 19.33
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 14.73
23510 - Locksmith 29.73
23530 - Machinery Maintenance Mechanic 23.12
23550 - Machinist Maintenance 27.09
23580 - Maintenance Trades Helper 23.36
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 26.36
23965 - Well Driller 31.04
23970 - Woodcraft Worker 31.04
23980 - Woodworker 25.10
24000 - Personal Needs Occupations
24550 - Case Manager 20.85
24570 - Child Care Attendant 14.16
24580 - Child Care Center Clerk 17.65
24610 - Chore Aide 15.27
24620 - Family Readiness And Support Services Coordinator 20.85
24630 - Homemaker 20.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.04
25040 - Sewage Plant Operator 25.58
25070 - Stationary Engineer 31.04
25190 - Ventilation Equipment Tender 23.76
25210 - Water Treatment Plant Operator 25.58
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.61
27007 - Baggage Inspector 17.50
27008 - Corrections Officer 21.96
27010 - Court Security Officer 21.81
27030 - Detection Dog Handler 19.62
27040 - Detention Officer 21.96
27070 - Firefighter 22.35
27101 - Guard I 17.50
27102 - Guard II 19.62
27131 - Police Officer I 26.88
27132 - Police Officer II 29.87
28000 - Recreation Occupations
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 12.96
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
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.61
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.76
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.88
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		20.56
30362 - Paralegal/Legal Assistant II		25.47
30363 - Paralegal/Legal Assistant III		31.15
30364 - Paralegal/Legal Assistant IV		37.69
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		28.35
30492 - Unexploded Ordnance (UXO) Technician II		34.30
30493 - Unexploded Ordnance (UXO) Technician III		41.11
30494 - Unexploded (UXO) Safety Escort		28.35
30495 - Unexploded (UXO) Sweep Personnel		28.35
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		30.61
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	34.30
31020 - Bus Aide	16.27
31030 - Bus Driver	21.85
31043 - Driver Courier	18.22
31260 - Parking and Lot Attendant	14.76
31290 - Shuttle Bus Driver	17.81
31310 - Taxi Driver	14.89
31361 - Truckdriver Light	19.59
31362 - Truckdriver Medium	20.74
31363 - Truckdriver Heavy	23.08
31364 - Truckdriver Tractor-Trailer	23.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.72
99030 - Cashier	13.53
99050 - Desk Clerk	15.29
99095 - Embalmer	29.67
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker I	19.48
99252 - Laboratory Animal Caretaker II	20.93
99260 - Marketing Analyst	28.86
99310 - Mortician	29.67
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	16.89
99711 - Recycling Specialist	19.48
99730 - Refuse Collector	15.53
99810 - Sales Clerk	14.15
99820 - School Crossing Guard	15.53
99830 - Survey Party Chief	21.03
99831 - Surveying Aide	13.78
99832 - Surveying Technician	18.87
99840 - Vending Machine Attendant	19.48
99841 - Vending Machine Repairer	23.41
99842 - Vending Machine Repairer Helper	19.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4070
Revision No.: 14
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.98
01012 - Accounting Clerk II		17.93
01013 - Accounting Clerk III		20.07
01020 - Administrative Assistant		25.24
01035 - Court Reporter		19.35
01041 - Customer Service Representative I		13.25

01042 - Customer Service Representative II 14.89
01043 - Customer Service Representative III 16.25
01051 - Data Entry Operator I 13.78
01052 - Data Entry Operator II 14.81
01060 - Dispatcher Motor Vehicle 19.14
01070 - Document Preparation Clerk 14.97
01090 - Duplicating Machine Operator 14.97
01111 - General Clerk I 14.46
01112 - General Clerk II 15.90
01113 - General Clerk III 17.86
01120 - Housing Referral Assistant 21.57
01141 - Messenger Courier 12.52
01191 - Order Clerk I 16.96
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 17.30
01262 - Personnel Assistant (Employment) II 19.35
01263 - Personnel Assistant (Employment) III 21.57
01270 - Production Control Clerk 26.47
01290 - Rental Clerk 18.60
01300 - Scheduler Maintenance 17.30
01311 - Secretary I 17.30
01312 - Secretary II 19.35
01313 - Secretary III 21.57
01320 - Service Order Dispatcher 17.79
01410 - Supply Technician 25.24
01420 - Survey Worker 19.35
01460 - Switchboard Operator/Receptionist 15.36
01531 - Travel Clerk I 13.79
01532 - Travel Clerk II 14.92
01533 - Travel Clerk III 16.08
01611 - Word Processor I 14.97
01612 - Word Processor II 17.30
01613 - Word Processor III 19.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.37
05010 - Automotive Electrician 20.40
05040 - Automotive Glass Installer 19.60
05070 - Automotive Worker 19.60
05110 - Mobile Equipment Servicer 17.53
05130 - Motor Equipment Metal Mechanic 21.30
05160 - Motor Equipment Metal Worker 19.60
05190 - Motor Vehicle Mechanic 21.30
05220 - Motor Vehicle Mechanic Helper 16.53
05250 - Motor Vehicle Upholstery Worker 18.55
05280 - Motor Vehicle Wrecker 19.60
05310 - Painter Automotive 20.40
05340 - Radiator Repair Specialist 19.60
05370 - Tire Repairer 17.53
05400 - Transmission Repair Specialist 21.30
07000 - Food Preparation And Service Occupations

07010 - Baker	15.29
07041 - Cook I	17.08
07042 - Cook II	19.10
07070 - Dishwasher	12.66
07130 - Food Service Worker	12.56
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.64
11060 - Elevator Operator	14.68
11090 - Gardener	20.47
11122 - Housekeeping Aide	14.68
11150 - Janitor	14.68
11210 - Laborer Grounds Maintenance	16.51
11240 - Maid or Houseman	14.00
11260 - Pruner	15.18
11270 - Tractor Operator	19.04
11330 - Trail Maintenance Worker	16.51
11360 - Window Cleaner	15.97
12000 - Health Occupations	
12010 - Ambulance Driver	20.01
12011 - Breath Alcohol Technician	21.97
12012 - Certified Occupational Therapist Assistant	30.13
12015 - Certified Physical Therapist Assistant	31.72
12020 - Dental Assistant	20.77
12025 - Dental Hygienist	40.93
12030 - EKG Technician	34.23
12035 - Electroneurodiagnostic Technologist	34.23
12040 - Emergency Medical Technician	20.01
12071 - Licensed Practical Nurse I	20.19
12072 - Licensed Practical Nurse II	22.59
12073 - Licensed Practical Nurse III	25.18
12100 - Medical Assistant	22.91
12130 - Medical Laboratory Technician	20.19
12160 - Medical Record Clerk	17.92
12190 - Medical Record Technician	27.41
12195 - Medical Transcriptionist	20.19
12210 - Nuclear Medicine Technologist	48.27
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.85
12224 - Nursing Assistant IV	15.55
12235 - Optical Dispenser	22.59

12236 - Optical Technician		20.19
12250 - Pharmacy Technician		17.80
12280 - Phlebotomist		19.26
12305 - Radiologic Technologist		34.23
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		27.80
12320 - Substance Abuse Treatment Counselor		25.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.83
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.95
13041 - Illustrator I		17.79
13042 - Illustrator II		22.02
13043 - Illustrator III		26.95
13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		15.20
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13090 - Technical Order Library Clerk		16.49
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	25.50
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.46
15020 - Aircrew Training Devices Instructor (Rated)	35.67
15030 - Air Crew Training Devices Instructor (Pilot)	42.73
15050 - Computer Based Training Specialist / Instructor	29.46
15060 - Educational Technologist	29.66
15070 - Flight Instructor (Pilot)	42.73
15080 - Graphic Artist	23.96
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.84
15086 - Maintenance Test Pilot Rotary Wing	39.84
15088 - Non-Maintenance Test/Co-Pilot	39.84
15090 - Technical Instructor	25.19
15095 - Technical Instructor/Course Developer	30.82
15110 - Test Proctor	20.35
15120 - Tutor	20.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.28
16030 - Counter Attendant	13.28
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.28
16090 - Presser Hand	13.28
16110 - Presser Machine Drycleaning	13.28
16130 - Presser Machine Shirts	13.28
16160 - Presser Machine Wearing Apparel Laundry	13.28
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.39
19040 - Tool And Die Maker	29.39
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.92
21030 - Material Coordinator	26.47
21040 - Material Expediter	26.47
21050 - Material Handling Laborer	14.54
21071 - Order Filler	14.56
21080 - Production Line Worker (Food Processing)	20.92
21110 - Shipping Packer	16.77
21130 - Shipping/Receiving Clerk	16.77
21140 - Store Worker I	13.79
21150 - Stock Clerk	17.63
21210 - Tools And Parts Attendant	20.92
21410 - Warehouse Specialist	20.92
23000 - Mechanics And Maintenance And Repair Occupations	
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 27.42
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 31.04
23130 - Carpenter Maintenance 27.34
23140 - Carpet Layer 28.56
23160 - Electrician Maintenance 29.15
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 27.85
23310 - Fire Extinguisher Repairer 25.53
23311 - Fuel Distribution System Mechanic 31.04
23312 - Fuel Distribution System Operator 25.53
23370 - General Maintenance Worker 19.33
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 28.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.17
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 14.54
23510 - Locksmith 29.73
23530 - Machinery Maintenance Mechanic 23.06
23550 - Machinist Maintenance 24.63
23580 - Maintenance Trades Helper 21.91
23591 - Metrology Technician I 31.04
23592 - Metrology Technician II 32.18
23593 - Metrology Technician III 33.30
23640 - Millwright 29.52
23710 - Office Appliance Repairer 29.73
23760 - Painter Maintenance 22.03
23790 - Pipefitter Maintenance 37.96
23810 - Plumber Maintenance 34.05

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	26.35
23931 - Telecommunications Mechanic I	31.04
23932 - Telecommunications Mechanic II	32.18
23950 - Telephone Lineman	33.43
23960 - Welder Combination Maintenance	25.68
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	24.24
24000 - Personal Needs Occupations	
24550 - Case Manager	18.95
24570 - Child Care Attendant	13.27
24580 - Child Care Center Clerk	16.55
24610 - Chore Aide	13.88
24620 - Family Readiness And Support Services Coordinator	18.95
24630 - Homemaker	18.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.04
25040 - Sewage Plant Operator	23.49
25070 - Stationary Engineer	31.04
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant Operator	23.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	15.91
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	22.35
27101 - Guard I	15.91
27102 - Guard II	18.61
27131 - Police Officer I	26.88
27132 - Police Officer II	29.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.32
28042 - Carnival Equipment Repairer	16.46
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	17.00
28310 - Lifeguard	12.73
28350 - Park Attendant (Aide)	19.02
28510 - Recreation Aide/Health Facility Attendant	13.88
28515 - Recreation Specialist	23.57
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	

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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.96
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.80
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		20.56
30362 - Paralegal/Legal Assistant II		25.47
30363 - Paralegal/Legal Assistant III		31.15
30364 - Paralegal/Legal Assistant IV		37.69
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		25.77
30492 - Unexploded Ordnance (UXO) Technician II		31.18
30493 - Unexploded Ordnance (UXO) Technician III		37.37
30494 - Unexploded (UXO) Safety Escort		25.77
30495 - Unexploded (UXO) Sweep Personnel		25.77
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		30.61
30620 - Weather Observer Combined Upper Air Or	(see 2)	20.75

Surface Programs		
30621 - Weather Observer Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.18
31020 - Bus Aide		16.27
31030 - Bus Driver		21.36
31043 - Driver Courier		16.56
31260 - Parking and Lot Attendant		14.76
31290 - Shuttle Bus Driver		17.81
31310 - Taxi Driver		13.54
31361 - Truckdriver Light		17.81
31362 - Truckdriver Medium		18.85
31363 - Truckdriver Heavy		22.56
31364 - Truckdriver Tractor-Trailer		22.56
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.20
99030 - Cashier		12.37
99050 - Desk Clerk		13.90
99095 - Embalmer		29.67
99130 - Flight Follower		25.77
99251 - Laboratory Animal Caretaker I		18.87
99252 - Laboratory Animal Caretaker II		20.28
99260 - Marketing Analyst		28.55
99310 - Mortician		29.67
99410 - Pest Controller		21.47
99510 - Photofinishing Worker		13.54
99710 - Recycling Laborer		16.36
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		15.04
99810 - Sales Clerk		13.33
99820 - School Crossing Guard		15.04
99830 - Survey Party Chief		19.16
99831 - Surveying Aide		12.55
99832 - Surveying Technician		17.19
99840 - Vending Machine Attendant		18.87
99841 - Vending Machine Repairer		22.68
99842 - Vending Machine Repairer Helper		18.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another

day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent

information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4071
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following towns in the following counties:

BRISTOL COUNTY: Norton Raynham

PLYMOUTH COUNTY: Lakeville Middleborough

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01

01042 - Customer Service Representative II 18.56
01043 - Customer Service Representative III 20.85
01051 - Data Entry Operator I 17.37
01052 - Data Entry Operator II 18.95
01060 - Dispatcher Motor Vehicle 21.84
01070 - Document Preparation Clerk 18.96
01090 - Duplicating Machine Operator 18.96
01111 - General Clerk I 16.07
01112 - General Clerk II 17.54
01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.34
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 19.15
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.33
01612 - Word Processor II 22.84
01613 - Word Processor III 25.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 16.34
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations

07010 - Baker 16.55
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85
07130 - Food Service Worker 14.82
07210 - Meat Cutter 23.75
07260 - Waiter/Waitress 14.25
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.18
09040 - Furniture Handler 14.45
09080 - Furniture Refinisher 19.56
09090 - Furniture Refinisher Helper 15.93
09110 - Furniture Repairer Minor 17.83
09130 - Upholsterer 21.88
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.73
11060 - Elevator Operator 14.73
11090 - Gardener 23.28
11122 - Housekeeping Aide 17.72
11150 - Janitor 17.72
11210 - Laborer Grounds Maintenance 18.84
11240 - Maid or Houseman 15.13
11260 - Pruner 17.33
11270 - Tractor Operator 21.89
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 19.27
12000 - Health Occupations
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 45.42
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 20.90
12130 - Medical Laboratory Technician 26.70
12160 - Medical Record Clerk 22.94
12190 - Medical Record Technician 26.20
12195 - Medical Transcriptionist 21.92
12210 - Nuclear Medicine Technologist 46.81
12221 - Nursing Assistant I 12.86
12222 - Nursing Assistant II 14.45
12223 - Nursing Assistant III 15.77
12224 - Nursing Assistant IV 17.71
12235 - Optical Dispenser 27.16

12236 - Optical Technician		22.06
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		37.41
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)		32.36
12320 - Substance Abuse Treatment Counselor		21.65
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		22.75
13062 - Media Specialist II		25.32
13063 - Media Specialist III		28.24
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		21.10
13110 - Video Teleconference Technician		26.21
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.07

15000 - Instructional Occupations	
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	37.07
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.52
15086 - Maintenance Test Pilot Rotary Wing	48.52
15088 - Non-Maintenance Test/Co-Pilot	48.52
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course Developer	35.22
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.85
19040 - Tool And Die Maker	28.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.65
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	14.81
21150 - Stock Clerk	19.00
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.40
23019 - Aircraft Logs and Records Technician	31.39
23021 - Aircraft Mechanic I	35.95
23022 - Aircraft Mechanic II	37.40
23023 - Aircraft Mechanic III	38.89
23040 - Aircraft Mechanic Helper	28.04

23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 24.93
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 27.34
23290 - Fire Alarm System Mechanic 34.51
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 34.51
23312 - Fuel Distribution System Operator 28.64
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 20.01
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 28.52
23710 - Office Appliance Repairer 24.85
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54

23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.52
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20
23910 - Small Engine Mechanic 23.76
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 38.25
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.52
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 16.52
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 17.51
27008 - Corrections Officer 36.18
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 19.58
27040 - Detention Officer 36.18
27070 - Firefighter 31.57
27101 - Guard I 17.51
27102 - Guard II 19.58
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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 21.38
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer			28.62
29020 - Hatch Tender			28.62
29030 - Line Handler			28.62
29041 - Stevedore I			27.29
29042 - Stevedore II			29.93
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)		44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)		30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)		34.06
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			29.93
30052 - Cryogenic Technician II			33.06
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			27.03
30210 - Laboratory Technician			26.82
30221 - Latent Fingerprint Technician I			37.06
30222 - Latent Fingerprint Technician II			40.94
30240 - Mathematical Technician			32.12
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			33.06
30390 - Photo-Optics Technician			29.20
30395 - Radiation Control Technician			33.06
30461 - Technical Writer I			28.70
30462 - Technical Writer II			35.11
30463 - Technical Writer III			42.49
30491 - Unexploded Ordnance (UXO) Technician I			28.51
30492 - Unexploded Ordnance (UXO) Technician II			34.49
30493 - Unexploded Ordnance (UXO) Technician III			41.34
30494 - Unexploded (UXO) Safety Escort			28.51
30495 - Unexploded (UXO) Sweep Personnel			28.51
30501 - Weather Forecaster I			32.34
30502 - Weather Forecaster II			39.33
30620 - Weather Observer Combined Upper Air Or	(see 2)		26.27

Surface Programs		
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		18.45
31030 - Bus Driver		23.99
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		15.55
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		16.57
31361 - Truckdriver Light		20.86
31362 - Truckdriver Medium		21.96
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.60
99050 - Desk Clerk		15.07
99095 - Embalmer		39.85
99130 - Flight Follower		28.51
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		18.56
99710 - Recycling Laborer		22.71
99711 - Recycling Specialist		26.39
99730 - Refuse Collector		20.89
99810 - Sales Clerk		14.43
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		31.44
99831 - Surveying Aide		20.80
99832 - Surveying Technician		28.59
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4072
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following towns in the following counties:

BRISTOL COUNTY: Norton Raynham

PLYMOUTH COUNTY: Lakeville Middleborough

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95

01020 - Administrative Assistant	30.54
01035 - Court Reporter	22.95
01041 - Customer Service Representative I	15.52
01042 - Customer Service Representative II	17.46
01043 - Customer Service Representative III	19.06
01051 - Data Entry Operator I	17.37
01052 - Data Entry Operator II	18.95
01060 - Dispatcher Motor Vehicle	21.77
01070 - Document Preparation Clerk	18.51
01090 - Duplicating Machine Operator	18.51
01111 - General Clerk I	15.19
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	16.42
01191 - Order Clerk I	18.69
01192 - Order Clerk II	20.39
01261 - Personnel Assistant (Employment) I	18.19
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	27.47
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.24
01410 - Supply Technician	30.54
01420 - Survey Worker	20.34
01460 - Switchboard Operator/Receptionist	15.68
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	18.85
01612 - Word Processor II	21.16
01613 - Word Processor III	23.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
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	16.34
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.55
07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	14.37
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.28
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59

12223 - Nursing Assistant III		14.83
12224 - Nursing Assistant IV		16.65
12235 - Optical Dispenser		27.16
12236 - Optical Technician		22.06
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		37.41
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)		31.68
12320 - Substance Abuse Treatment Counselor		19.68
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.62
13061 - Media Specialist I		20.68
13062 - Media Specialist II		23.02
13063 - Media Specialist III		25.67
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		19.18
13110 - Video Teleconference Technician		23.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	19.71
14160 - Personal Computer Support Technician	27.32
14170 - System Support Specialist	30.97
15000 - Instructional Occupations	
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	37.07
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.52
15086 - Maintenance Test Pilot Rotary Wing	48.52
15088 - Non-Maintenance Test/Co-Pilot	48.52
15090 - Technical Instructor	28.68
15095 - Technical Instructor/Course Developer	35.08
15110 - Test Proctor	23.15
15120 - Tutor	23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.85
19040 - Tool And Die Maker	28.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.99
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.38
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	18.99
21110 - Shipping Packer	18.80
21130 - Shipping/Receiving Clerk	18.80
21140 - Store Worker I	14.57
21150 - Stock Clerk	18.75
21210 - Tools And Parts Attendant	18.99
21410 - Warehouse Specialist	18.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.38
23019 - Aircraft Logs and Records Technician	30.34
23021 - Aircraft Mechanic I	34.74

23022 - Aircraft Mechanic II 36.38
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 27.10
23050 - Aircraft Painter 32.45
23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 32.45
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 24.85
23120 - Bicycle Repairer 18.92
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 24.85
23290 - Fire Alarm System Mechanic 31.37
23310 - Fire Extinguisher Repairer 26.04
23311 - Fuel Distribution System Mechanic 31.37
23312 - Fuel Distribution System Operator 26.04
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.04
23392 - Gunsmith II 28.75
23393 - Gunsmith III 31.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.07
23470 - Laborer 16.38
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 20.01
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79
23640 - Millwright 28.52
23710 - Office Appliance Repairer 24.85

23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.37
23850 - Rigger 25.93
23870 - Scale Mechanic 28.75
23890 - Sheet-Metal Worker Maintenance 28.60
23910 - Small Engine Mechanic 23.76
23931 - Telecommunications Mechanic I 33.63
23932 - Telecommunications Mechanic II 35.94
23950 - Telephone Lineman 34.77
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 31.37
23980 - Woodworker 26.04
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.19
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.90
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.14
25040 - Sewage Plant Operator 28.31
25070 - Stationary Engineer 31.14
25190 - Ventilation Equipment Tender 24.29
25210 - Water Treatment Plant Operator 28.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.23
27007 - Baggage Inspector 16.82
27008 - Corrections Officer 33.59
27010 - Court Security Officer 31.82
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 33.59
27070 - Firefighter 30.04
27101 - Guard I 16.82
27102 - Guard II 18.95
27131 - Police Officer I 32.08
27132 - Police Officer II 35.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.88
28042 - Carnival Equipment Repairer 17.95
28043 - Carnival Worker 13.36
28210 - Gate Attendant/Gate Tender 17.86
28310 - Lifeguard 15.70
28350 - Park Attendant (Aide) 19.71
28510 - Recreation Aide/Health Facility Attendant 14.59
28515 - Recreation Specialist 24.77

28630 - Sports Official		15.92
28690 - Swimming Pool Operator		21.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.51
29020 - Hatch Tender		27.51
29030 - Line Handler		27.51
29041 - Stevedore I		26.29
29042 - Stevedore II		29.25
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		29.93
30052 - Cryogenic Technician II		33.06
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		38.49
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		25.74
30221 - Latent Fingerprint Technician I		34.09
30222 - Latent Fingerprint Technician II		37.64
30240 - Mathematical Technician		29.20
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.30
30462 - Technical Writer II		34.62
30463 - Technical Writer III		41.88
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23

30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.64
31030 - Bus Driver		23.32
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.88
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		15.07
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
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		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		29.38
99831 - Surveying Aide		19.44
99832 - Surveying Technician		26.72
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther

King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4073
Revision No.: 16
Date Of Last Revision: 04/08/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		32.37
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		17.01
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.85
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95

01060 - Dispatcher Motor Vehicle 21.84
01070 - Document Preparation Clerk 18.96
01090 - Duplicating Machine Operator 18.96
01111 - General Clerk I 16.07
01112 - General Clerk II 17.54
01113 - General Clerk III 19.70
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 17.34
01191 - Order Clerk I 20.49
01192 - Order Clerk II 22.36
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 19.15
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.27
01313 - Secretary III 23.71
01320 - Service Order Dispatcher 19.53
01410 - Supply Technician 32.37
01420 - Survey Worker 21.10
01460 - Switchboard Operator/Receptionist 16.97
01531 - Travel Clerk I 18.36
01532 - Travel Clerk II 19.86
01533 - Travel Clerk III 21.41
01611 - Word Processor I 20.33
01612 - Word Processor II 22.84
01613 - Word Processor III 25.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
05010 - Automotive Electrician 22.08
05040 - Automotive Glass Installer 21.11
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.12
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 21.11
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 17.98
05250 - Motor Vehicle Upholstery Worker 20.13
05280 - Motor Vehicle Wrecker 21.11
05310 - Painter Automotive 22.08
05340 - Radiator Repair Specialist 21.11
05370 - Tire Repairer 16.20
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 16.55
07041 - Cook I 19.40
07042 - Cook II 21.41
07070 - Dishwasher 14.85

07130 - Food Service Worker	14.82
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	14.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.18
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	21.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.73
11060 - Elevator Operator	14.73
11090 - Gardener	23.28
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	18.84
11240 - Maid or Houseman	15.13
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.27
12000 - Health Occupations	
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	45.42
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	20.90
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	22.94
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.86
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.61
12305 - Radiologic Technologist	37.41

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)		32.36
12320 - Substance Abuse Treatment Counselor		21.65
13000 - Information And Arts Occupations		
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		35.45
13050 - Library Aide/Clerk		17.29
13054 - Library Information Technology Systems Administrator		30.83
13058 - Library Technician		23.73
13061 - Media Specialist I		22.64
13062 - Media Specialist II		25.32
13063 - Media Specialist III		28.24
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		21.10
13110 - Video Teleconference Technician		26.21
14000 - Information Technology Occupations		
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)	26.60
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.68
14160 - Personal Computer Support Technician		30.05
14170 - System Support Specialist		34.07
15000 - Instructional Occupations		
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 37.07
15070 - Flight Instructor (Pilot) 51.99
15080 - Graphic Artist 32.60
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.52
15086 - Maintenance Test Pilot Rotary Wing 48.52
15088 - Non-Maintenance Test/Co-Pilot 48.52
15090 - Technical Instructor 28.79
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.85
19040 - Tool And Die Maker 28.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 27.47
21040 - Material Expediter 27.47
21050 - Material Handling Laborer 16.65
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 14.81
21150 - Stock Clerk 19.00
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.40
23019 - Aircraft Logs and Records Technician 31.39
23021 - Aircraft Mechanic I 35.95
23022 - Aircraft Mechanic II 37.40
23023 - Aircraft Mechanic III 38.89
23040 - Aircraft Mechanic Helper 28.04
23050 - Aircraft Painter 34.43
23060 - Aircraft Servicer 31.39
23070 - Aircraft Survival Flight Equipment Technician 34.43
23080 - Aircraft Worker 32.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.95
23110 - Appliance Mechanic 24.93
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 40.96
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.18
23181 - Electronics Technician Maintenance I 29.92
23182 - Electronics Technician Maintenance II 31.31
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 27.34
23290 - Fire Alarm System Mechanic 34.51
23310 - Fire Extinguisher Repairer 27.05
23311 - Fuel Distribution System Mechanic 34.51
23312 - Fuel Distribution System Operator 28.64
23370 - General Maintenance Worker 24.52
23380 - Ground Support Equipment Mechanic 35.95
23381 - Ground Support Equipment Servicer 31.39
23382 - Ground Support Equipment Worker 32.92
23391 - Gunsmith I 27.05
23392 - Gunsmith II 29.86
23393 - Gunsmith III 32.61
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.18
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 32.19
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 31.23
23470 - Laborer 16.65
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 29.38
23550 - Machinist Maintenance 25.81
23580 - Maintenance Trades Helper 20.01
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 30.74
23593 - Metrology Technician III 31.97
23640 - Millwright 28.52
23710 - Office Appliance Repairer 24.85
23760 - Painter Maintenance 26.92
23790 - Pipefitter Maintenance 37.10
23810 - Plumber Maintenance 35.54
23820 - Pneudraulic Systems Mechanic 32.61
23850 - Rigger 28.52
23870 - Scale Mechanic 29.86
23890 - Sheet-Metal Worker Maintenance 29.20

23910 - Small Engine Mechanic 23.76
23931 - Telecommunications Mechanic I 35.50
23932 - Telecommunications Mechanic II 36.93
23950 - Telephone Lineman 38.25
23960 - Welder Combination Maintenance 26.04
23965 - Well Driller 30.04
23970 - Woodcraft Worker 32.61
23980 - Woodworker 27.05
24000 - Personal Needs Occupations
24550 - Case Manager 16.52
24570 - Child Care Attendant 15.04
24580 - Child Care Center Clerk 18.75
24610 - Chore Aide 15.29
24620 - Family Readiness And Support Services Coordinator 16.52
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.25
25040 - Sewage Plant Operator 29.77
25070 - Stationary Engineer 34.25
25190 - Ventilation Equipment Tender 26.72
25210 - Water Treatment Plant Operator 29.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.46
27007 - Baggage Inspector 17.51
27008 - Corrections Officer 36.18
27010 - Court Security Officer 33.88
27030 - Detection Dog Handler 19.58
27040 - Detention Officer 36.18
27070 - Firefighter 31.57
27101 - Guard I 17.51
27102 - Guard II 19.58
27131 - Police Officer I 32.80
27132 - Police Officer II 36.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.68
28042 - Carnival Equipment Repairer 18.81
28043 - Carnival Worker 14.00
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 21.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.62
29020 - Hatch Tender 28.62
29030 - Line Handler 28.62
29041 - Stevedore I 27.29

29042 - Stevedore II		29.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		29.93
30052 - Cryogenic Technician II		33.06
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		27.03
30210 - Laboratory Technician		26.82
30221 - Latent Fingerprint Technician I		37.06
30222 - Latent Fingerprint Technician II		40.94
30240 - Mathematical Technician		32.12
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		33.06
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		33.06
30461 - Technical Writer I		28.70
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.49
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49

31020 - Bus Aide	18.45
31030 - Bus Driver	23.99
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	15.55
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver Light	20.86
31362 - Truckdriver Medium	21.96
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.60
99050 - Desk Clerk	14.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
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	18.56
99710 - Recycling Laborer	22.71
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	20.89
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.51
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	22.36
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.02
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer Helper	20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4074
Revision No.: 15
Date Of Last Revision: 04/09/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.06
01012 - Accounting Clerk II		21.40
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.54
01035 - Court Reporter		22.95
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		17.46

01043 - Customer Service Representative III 19.06
01051 - Data Entry Operator I 17.37
01052 - Data Entry Operator II 18.95
01060 - Dispatcher Motor Vehicle 21.77
01070 - Document Preparation Clerk 18.51
01090 - Duplicating Machine Operator 18.51
01111 - General Clerk I 15.19
01112 - General Clerk II 16.58
01113 - General Clerk III 18.61
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.42
01191 - Order Clerk I 18.69
01192 - Order Clerk II 20.39
01261 - Personnel Assistant (Employment) I 18.19
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 27.47
01290 - Rental Clerk 17.41
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 19.24
01410 - Supply Technician 30.54
01420 - Survey Worker 20.34
01460 - Switchboard Operator/Receptionist 15.68
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.05
01533 - Travel Clerk III 19.46
01611 - Word Processor I 18.85
01612 - Word Processor II 21.16
01613 - Word Processor III 23.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.21
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 16.20
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 16.55

07041 - Cook I	18.23
07042 - Cook II	20.12
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.28
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	13.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.05
09040 - Furniture Handler	13.71
09080 - Furniture Refinisher	19.56
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	17.83
09130 - Upholsterer	20.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	14.37
11090 - Gardener	22.54
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	18.25
11240 - Maid or Houseman	14.23
11260 - Pruner	16.78
11270 - Tractor Operator	21.20
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	25.57
12011 - Breath Alcohol Technician	25.57
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	23.99
12025 - Dental Hygienist	45.42
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	25.57
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.57
12073 - Licensed Practical Nurse III	28.51
12100 - Medical Assistant	20.00
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	21.92
12210 - Nuclear Medicine Technologist	46.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	27.16
12236 - Optical Technician	22.06

12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		18.98
12305 - Radiologic Technologist		37.41
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)		31.68
12320 - Substance Abuse Treatment Counselor		19.68
13000 - Information And Arts Occupations		
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		34.75
13050 - Library Aide/Clerk		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		22.62
13061 - Media Specialist I		20.58
13062 - Media Specialist II		23.02
13063 - Media Specialist III		25.67
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		19.18
13110 - Video Teleconference Technician		23.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		

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	37.07
15070 - Flight Instructor (Pilot)	51.99
15080 - Graphic Artist	31.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.52
15086 - Maintenance Test Pilot Rotary Wing	48.52
15088 - Non-Maintenance Test/Co-Pilot	48.52
15090 - Technical Instructor	28.68
15095 - Technical Instructor/Course Developer	35.08
15110 - Test Proctor	23.15
15120 - Tutor	23.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.85
19040 - Tool And Die Maker	28.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.99
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	16.38
21071 - Order Filler	16.53
21080 - Production Line Worker (Food Processing)	18.99
21110 - Shipping Packer	18.80
21130 - Shipping/Receiving Clerk	18.80
21140 - Store Worker I	14.57
21150 - Stock Clerk	18.75
21210 - Tools And Parts Attendant	18.99
21410 - Warehouse Specialist	18.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.38
23019 - Aircraft Logs and Records Technician	30.34
23021 - Aircraft Mechanic I	34.74
23022 - Aircraft Mechanic II	36.38
23023 - Aircraft Mechanic III	37.58
23040 - Aircraft Mechanic Helper	27.10
23050 - Aircraft Painter	32.45

23060 - Aircraft Servicer 30.34
23070 - Aircraft Survival Flight Equipment Technician 32.45
23080 - Aircraft Worker 31.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.74
23110 - Appliance Mechanic 24.85
23120 - Bicycle Repairer 18.79
23125 - Cable Splicer 37.24
23130 - Carpenter Maintenance 29.24
23140 - Carpet Layer 31.81
23160 - Electrician Maintenance 33.00
23181 - Electronics Technician Maintenance I 27.20
23182 - Electronics Technician Maintenance II 28.46
23183 - Electronics Technician Maintenance III 29.71
23260 - Fabric Worker 24.85
23290 - Fire Alarm System Mechanic 31.37
23310 - Fire Extinguisher Repairer 26.04
23311 - Fuel Distribution System Mechanic 31.37
23312 - Fuel Distribution System Operator 26.04
23370 - General Maintenance Worker 23.59
23380 - Ground Support Equipment Mechanic 34.74
23381 - Ground Support Equipment Servicer 30.34
23382 - Ground Support Equipment Worker 31.81
23391 - Gunsmith I 26.04
23392 - Gunsmith II 28.75
23393 - Gunsmith III 31.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.29
23430 - Heavy Equipment Mechanic 31.06
23440 - Heavy Equipment Operator 30.78
23460 - Instrument Mechanic 27.54
23465 - Laboratory/Shelter Mechanic 30.07
23470 - Laborer 16.38
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist Maintenance 25.63
23580 - Maintenance Trades Helper 20.01
23591 - Metrology Technician I 27.54
23592 - Metrology Technician II 28.65
23593 - Metrology Technician III 29.79
23640 - Millwright 28.52
23710 - Office Appliance Repairer 24.85
23760 - Painter Maintenance 24.81
23790 - Pipefitter Maintenance 33.73
23810 - Plumber Maintenance 32.31
23820 - Pneudraulic Systems Mechanic 31.37

23850 - Rigger	25.93
23870 - Scale Mechanic	28.75
23890 - Sheet-Metal Worker Maintenance	28.60
23910 - Small Engine Mechanic	23.76
23931 - Telecommunications Mechanic I	33.63
23932 - Telecommunications Mechanic II	35.94
23950 - Telephone Lineman	34.77
23960 - Welder Combination Maintenance	26.04
23965 - Well Driller	30.04
23970 - Woodcraft Worker	31.37
23980 - Woodworker	26.04
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.19
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.14
25040 - Sewage Plant Operator	28.31
25070 - Stationary Engineer	31.14
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	28.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	16.82
27008 - Corrections Officer	33.59
27010 - Court Security Officer	31.82
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.59
27070 - Firefighter	30.04
27101 - Guard I	16.82
27102 - Guard II	18.95
27131 - Police Officer I	32.08
27132 - Police Officer II	35.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.88
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	13.36
28210 - Gate Attendant/Gate Tender	17.86
28310 - Lifeguard	15.70
28350 - Park Attendant (Aide)	19.71
28510 - Recreation Aide/Health Facility Attendant	14.59
28515 - Recreation Specialist	24.77
28630 - Sports Official	15.92
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.51

29020 - Hatch Tender 27.51
29030 - Line Handler 27.51
29041 - Stevedore I 26.24
29042 - Stevedore II 28.78
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 29.93
30052 - Cryogenic Technician II 33.06
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 29.02
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 25.74
30221 - Latent Fingerprint Technician I 34.09
30222 - Latent Fingerprint Technician II 37.64
30240 - Mathematical Technician 29.20
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 33.06
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.06
30461 - Technical Writer I 28.30
30462 - Technical Writer II 34.62
30463 - Technical Writer III 41.88
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or (see 2) 26.27
Surface Programs

30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.64
31030 - Bus Driver		23.32
31043 - Driver Courier		18.02
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.16
31310 - Taxi Driver		15.88
31361 - Truckdriver Light		19.16
31362 - Truckdriver Medium		20.17
31363 - Truckdriver Heavy		24.05
31364 - Truckdriver Tractor-Trailer		24.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.47
99050 - Desk Clerk		14.22
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
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		17.40
99710 - Recycling Laborer		22.29
99711 - Recycling Specialist		25.89
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.61
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		29.38
99831 - Surveying Aide		20.90
99832 - Surveying Technician		26.72
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		23.71
99842 - Vending Machine Repairer Helper		20.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4075
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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 15.22
01112 - General Clerk II 16.61
01113 - General Clerk III 18.65
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 16.30
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.94
01612 - Word Processor II 19.01
01613 - Word Processor III 21.27
05000 - Automotive Service Occupations
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

07000 - Food Preparation And Service Occupations	
07010 - Baker	17.18
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	14.56
07130 - Food Service Worker	14.62
07210 - Meat Cutter	22.00
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.01
11060 - Elevator Operator	17.72
11090 - Gardener	27.67
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
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	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	26.13
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	32.65
12015 - Certified Physical Therapist Assistant	33.10
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	45.33
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79
12040 - Emergency Medical Technician	26.13
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
12130 - Medical Laboratory Technician	28.42
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	51.49
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		24.81
12236 - Optical Technician		21.71
12250 - Pharmacy Technician		22.88
12280 - Phlebotomist		21.22
12305 - Radiologic Technologist		37.14
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)		30.07
12320 - Substance Abuse Treatment Counselor		23.10
13000 - Information And Arts Occupations		
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		22.11
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		20.61
13110 - Video Teleconference Technician		24.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32

14170 - System Support Specialist	30.25
15000 - Instructional Occupations	
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.69
19040 - Tool And Die Maker	33.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.54
21040 - Material Expediter	25.54
21050 - Material Handling Laborer	16.21
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	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
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 24.80
23125 - Cable Splicer 42.83
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 26.65
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 25.42
23311 - Fuel Distribution System Mechanic 31.11
23312 - Fuel Distribution System Operator 24.80
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 27.48
23393 - Gunsmith III 29.91
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 29.91
23465 - Laboratory/Shelter Mechanic 29.33
23470 - Laborer 17.83
23510 - Locksmith 29.33
23530 - Machinery Maintenance Mechanic 30.61
23550 - Machinist Maintenance 30.61
23580 - Maintenance Trades Helper 23.71
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.03
23593 - Metrology Technician III 32.22
23640 - Millwright 31.20
23710 - Office Appliance Repairer 29.33
23760 - Painter Maintenance 26.07
23790 - Pipefitter Maintenance 35.11

23810 - Plumber Maintenance	33.66
23820 - Pneudraulic Systems Mechanic	30.61
23850 - Rigger	30.61
23870 - Scale Mechanic	28.05
23890 - Sheet-Metal Worker Maintenance	30.93
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	32.67
23950 - Telephone Lineman	32.85
23960 - Welder Combination Maintenance	30.61
23965 - Well Driller	30.61
23970 - Woodcraft Worker	30.61
23980 - Woodworker	25.42
24000 - Personal Needs Occupations	
24550 - Case Manager	18.64
24570 - Child Care Attendant	15.52
24580 - Child Care Center Clerk	19.36
24610 - Chore Aide	15.70
24620 - Family Readiness And Support Services Coordinator	18.64
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.99
25040 - Sewage Plant Operator	28.07
25070 - Stationary Engineer	29.99
25190 - Ventilation Equipment Tender	23.06
25210 - Water Treatment Plant Operator	28.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.62
27007 - Baggage Inspector	16.81
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	24.48
27101 - Guard I	16.81
27102 - Guard II	18.95
27131 - Police Officer I	28.38
27132 - Police Officer II	31.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.57
28042 - Carnival Equipment Repairer	18.85
28043 - Carnival Worker	13.80
28210 - Gate Attendant/Gate Tender	18.85
28310 - Lifeguard	15.27
28350 - Park Attendant (Aide)	21.10
28510 - Recreation Aide/Health Facility Attendant	15.40
28515 - Recreation Specialist	26.14
28630 - Sports Official	16.80
28690 - Swimming Pool Operator	21.38

29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 28.63
  29020 - Hatch Tender 28.63
  29030 - Line Handler 28.63
  29041 - Stevedore I 26.58
  29042 - Stevedore II 29.24
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
  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 28.51
  30492 - Unexploded Ordnance (UXO) Technician II 34.49
  30493 - Unexploded Ordnance (UXO) Technician III 41.34
  30494 - Unexploded (UXO) Safety Escort 28.51
  30495 - Unexploded (UXO) Sweep Personnel 28.51
  30501 - Weather Forecaster I 34.41
  30502 - Weather Forecaster II 41.86

30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.97
30621 - Weather Observer Senior	(see 2)	31.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
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
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.76
99050 - Desk Clerk		15.87
99095 - Embalmer		36.23
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		26.64
99310 - Mortician		36.23
99410 - Pest Controller		23.19
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		21.76
99711 - Recycling Specialist		25.82
99730 - Refuse Collector		19.69
99810 - Sales Clerk		15.30
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		20.48
99841 - Vending Machine Repairer		24.36
99842 - Vending Machine Repairer Helper		20.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which

the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4076
Revision No.: 14
Date Of Last Revision: 04/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.27
01012 - Accounting Clerk II		22.76

01013 - Accounting Clerk III 25.48
01020 - Administrative Assistant 29.16
01035 - Court Reporter 21.27
01041 - Customer Service Representative I 14.73
01042 - Customer Service Representative II 16.56
01043 - Customer Service Representative III 18.07
01051 - Data Entry Operator I 15.64
01052 - Data Entry Operator II 16.79
01060 - Dispatcher Motor Vehicle 23.40
01070 - Document Preparation Clerk 16.94
01090 - Duplicating Machine Operator 16.94
01111 - General Clerk I 15.22
01112 - General Clerk II 16.61
01113 - General Clerk III 18.65
01120 - Housing Referral Assistant 23.71
01141 - Messenger Courier 13.80
01191 - Order Clerk I 15.91
01192 - Order Clerk II 17.36
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 23.71
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 20.91
01410 - Supply Technician 29.16
01420 - Survey Worker 21.00
01460 - Switchboard Operator/Receptionist 16.30
01531 - Travel Clerk I 13.79
01532 - Travel Clerk II 14.92
01533 - Travel Clerk III 16.08
01611 - Word Processor I 16.94
01612 - Word Processor II 19.01
01613 - Word Processor III 21.27
05000 - Automotive Service Occupations
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.18
07041 - Cook I	17.06
07042 - Cook II	18.90
07070 - Dishwasher	13.34
07130 - Food Service Worker	13.61
07210 - Meat Cutter	22.00
07260 - Waiter/Waitress	12.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	21.81
09110 - Furniture Repairer Minor	24.70
09130 - Upholsterer	25.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.55
11060 - Elevator Operator	17.12
11090 - Gardener	27.31
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer Grounds Maintenance	22.14
11240 - Maid or Houseman	14.44
11260 - Pruner	20.09
11270 - Tractor Operator	25.43
11330 - Trail Maintenance Worker	22.14
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	24.68
12011 - Breath Alcohol Technician	23.17
12012 - Certified Occupational Therapist Assistant	29.68
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	21.21
12025 - Dental Hygienist	45.33
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic Technologist	33.72
12040 - Emergency Medical Technician	24.68
12071 - Licensed Practical Nurse I	20.71
12072 - Licensed Practical Nurse II	23.17
12073 - Licensed Practical Nurse III	25.83
12100 - Medical Assistant	19.76
12130 - Medical Laboratory Technician	25.84
12160 - Medical Record Clerk	18.02
12190 - Medical Record Technician	22.19
12195 - Medical Transcriptionist	19.93
12210 - Nuclear Medicine Technologist	46.81
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		24.81
12236 - Optical Technician		21.10
12250 - Pharmacy Technician		22.88
12280 - Phlebotomist		19.66
12305 - Radiologic Technologist		36.21
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)		27.57
12320 - Substance Abuse Treatment Counselor		23.10
13000 - Information And Arts Occupations		
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		22.11
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		19.71
13110 - Video Teleconference Technician		22.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.71
14160 - Personal Computer Support Technician	27.32
14170 - System Support Specialist	30.25
15000 - Instructional Occupations	
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.78
16030 - Counter Attendant	13.78
16040 - Dry Cleaner	16.24
16070 - Finisher Flatwork Machine	13.78
16090 - Presser Hand	13.78
16110 - Presser Machine Drycleaning	13.78
16130 - Presser Machine Shirts	13.78
16160 - Presser Machine Wearing Apparel Laundry	13.78
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.95
16250 - Washer Machine	14.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.08
19040 - Tool And Die Maker	31.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	23.22
21040 - Material Expediter	23.22
21050 - Material Handling Laborer	16.21
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	14.10
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
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 22.74
23125 - Cable Splicer 38.94
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 26.65
23290 - Fire Alarm System Mechanic 29.80
23310 - Fire Extinguisher Repairer 25.42
23311 - Fuel Distribution System Mechanic 31.11
23312 - Fuel Distribution System Operator 24.65
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 25.94
23393 - Gunsmith III 28.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.24
23430 - Heavy Equipment Mechanic 29.80
23440 - Heavy Equipment Operator 34.96
23460 - Instrument Mechanic 29.59
23465 - Laboratory/Shelter Mechanic 29.33
23470 - Laborer 17.83
23510 - Locksmith 29.33
23530 - Machinery Maintenance Mechanic 30.61
23550 - Machinist Maintenance 30.61
23580 - Maintenance Trades Helper 23.71
23591 - Metrology Technician I 29.59
23592 - Metrology Technician II 30.72
23593 - Metrology Technician III 31.99
23640 - Millwright 31.20

23710 - Office Appliance Repairer	29.33
23760 - Painter Maintenance	26.07
23790 - Pipefitter Maintenance	35.11
23810 - Plumber Maintenance	33.66
23820 - Pneudraulic Systems Mechanic	30.61
23850 - Rigger	30.61
23870 - Scale Mechanic	28.05
23890 - Sheet-Metal Worker Maintenance	30.93
23910 - Small Engine Mechanic	28.05
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	32.67
23950 - Telephone Lineman	32.85
23960 - Welder Combination Maintenance	30.61
23965 - Well Driller	30.61
23970 - Woodcraft Worker	30.61
23980 - Woodworker	25.42
24000 - Personal Needs Occupations	
24550 - Case Manager	17.36
24570 - Child Care Attendant	15.52
24580 - Child Care Center Clerk	19.36
24610 - Chore Aide	14.27
24620 - Family Readiness And Support Services Coordinator	17.36
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.99
25040 - Sewage Plant Operator	26.52
25070 - Stationary Engineer	29.99
25190 - Ventilation Equipment Tender	23.06
25210 - Water Treatment Plant Operator	26.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.36
27007 - Baggage Inspector	16.24
27008 - Corrections Officer	26.87
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	26.87
27070 - Firefighter	24.48
27101 - Guard I	16.24
27102 - Guard II	18.95
27131 - Police Officer I	26.92
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.97
28042 - Carnival Equipment Repairer	17.14
28043 - Carnival Worker	12.76
28210 - Gate Attendant/Gate Tender	17.14
28310 - Lifeguard	15.27
28350 - Park Attendant (Aide)	19.18
28510 - Recreation Aide/Health Facility Attendant	14.00

28515 - Recreation Specialist 23.76
28630 - Sports Official 15.27
28690 - Swimming Pool Operator 21.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.63
29020 - Hatch Tender 28.63
29030 - Line Handler 28.63
29041 - Stevedore I 26.58
29042 - Stevedore II 29.24
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23

30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		34.41
30502 - Weather Forecaster II		41.86
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.97
30621 - Weather Observer Senior	(see 2)	31.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.36
31030 - Bus Driver		23.32
31043 - Driver Courier		19.11
31260 - Parking and Lot Attendant		15.61
31290 - Shuttle Bus Driver		20.48
31310 - Taxi Driver		17.81
31361 - Truckdriver Light		20.48
31362 - Truckdriver Medium		22.63
31363 - Truckdriver Heavy		27.53
31364 - Truckdriver Tractor-Trailer		27.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.75
99050 - Desk Clerk		14.97
99095 - Embalmer		36.23
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		19.44
99252 - Laboratory Animal Caretaker II		20.85
99260 - Marketing Analyst		26.64
99310 - Mortician		36.23
99410 - Pest Controller		22.73
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		21.76
99711 - Recycling Specialist		25.82
99730 - Refuse Collector		19.69
99810 - Sales Clerk		15.30
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		24.28
99831 - Surveying Aide		17.27
99832 - Surveying Technician		22.08
99840 - Vending Machine Attendant		20.07
99841 - Vending Machine Repairer		23.87
99842 - Vending Machine Repairer Helper		20.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4077
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.58
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.08
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		15.22
01112 - General Clerk II		16.61
01113 - General Clerk III		18.65

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 17.44
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 16.17
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.14
01612 - Word Processor II 18.12
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.08
05010 - Automotive Electrician 20.45
05040 - Automotive Glass Installer 19.64
05070 - Automotive Worker 19.64
05110 - Mobile Equipment Servicer 17.57
05130 - Motor Equipment Metal Mechanic 21.35
05160 - Motor Equipment Metal Worker 19.64
05190 - Motor Vehicle Mechanic 21.35
05220 - Motor Vehicle Mechanic Helper 16.53
05250 - Motor Vehicle Upholstery Worker 18.60
05280 - Motor Vehicle Wrecker 19.64
05310 - Painter Automotive 20.45
05340 - Radiator Repair Specialist 19.64
05370 - Tire Repairer 16.30
05400 - Transmission Repair Specialist 21.35
07000 - Food Preparation And Service Occupations
07010 - Baker 16.83
07041 - Cook I 18.23
07042 - Cook II 20.20
07070 - Dishwasher 14.56
07130 - Food Service Worker 14.62
07210 - Meat Cutter 20.23
07260 - Waiter/Waitress 14.30
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.15
11060 - Elevator Operator	17.72
11090 - Gardener	27.66
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
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	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	24.48
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	33.31
12015 - Certified Physical Therapist Assistant	33.31
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	45.93
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79
12040 - Emergency Medical Technician	24.48
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	23.13
12130 - Medical Laboratory Technician	26.22
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	27.76
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	53.35
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.30
12235 - Optical Dispenser	24.28
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	28.86
12280 - Phlebotomist	20.60
12305 - Radiologic Technologist	37.14
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	43.75
12316 - Registered Nurse IV	52.44

12317 - Scheduler (Drug and Alcohol Testing)		30.07
12320 - Substance Abuse Treatment Counselor		25.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.74
13012 - Exhibits Specialist II		25.69
13013 - Exhibits Specialist III		31.42
13041 - Illustrator I		20.74
13042 - Illustrator II		25.69
13043 - Illustrator III		31.42
13047 - Librarian		28.45
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		25.69
13058 - Library Technician		20.48
13061 - Media Specialist I		18.47
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.86
13071 - Photographer I		18.32
13072 - Photographer II		20.74
13073 - Photographer III		25.69
13074 - Photographer IV		31.42
13075 - Photographer V		38.03
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
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		25.39
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.69
19040 - Tool And Die Maker 33.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.79
21030 - Material Coordinator 25.45
21040 - Material Expediter 25.45
21050 - Material Handling Laborer 16.23
21071 - Order Filler 14.80
21080 - Production Line Worker (Food Processing) 20.79
21110 - Shipping Packer 17.66
21130 - Shipping/Receiving Clerk 17.66
21140 - Store Worker I 14.40
21150 - Stock Clerk 18.96
21210 - Tools And Parts Attendant 20.79
21410 - Warehouse Specialist 20.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.03
23019 - Aircraft Logs and Records Technician 26.16
23021 - Aircraft Mechanic I 29.91
23022 - Aircraft Mechanic II 31.03
23023 - Aircraft Mechanic III 32.22
23040 - Aircraft Mechanic Helper 23.10
23050 - Aircraft Painter 28.69
23060 - Aircraft Servicer 26.16
23070 - Aircraft Survival Flight Equipment Technician 28.69
23080 - Aircraft Worker 27.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.91
23110 - Appliance Mechanic 28.69
23120 - Bicycle Repairer 23.44

23125 - Cable Splicer 39.53
23130 - Carpenter Maintenance 28.97
23140 - Carpet Layer 27.48
23160 - Electrician Maintenance 31.36
23181 - Electronics Technician Maintenance I 27.48
23182 - Electronics Technician Maintenance II 28.69
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 26.16
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 24.80
23311 - Fuel Distribution System Mechanic 29.91
23312 - Fuel Distribution System Operator 24.80
23370 - General Maintenance Worker 21.39
23380 - Ground Support Equipment Mechanic 29.91
23381 - Ground Support Equipment Servicer 26.16
23382 - Ground Support Equipment Worker 27.48
23391 - Gunsmith I 24.80
23392 - Gunsmith II 27.48
23393 - Gunsmith III 29.91
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 29.91
23465 - Laboratory/Shelter Mechanic 28.69
23470 - Laborer 16.83
23510 - Locksmith 28.69
23530 - Machinery Maintenance Mechanic 27.49
23550 - Machinist Maintenance 25.53
23580 - Maintenance Trades Helper 20.97
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.03
23593 - Metrology Technician III 32.22
23640 - Millwright 29.91
23710 - Office Appliance Repairer 28.69
23760 - Painter Maintenance 23.91
23790 - Pipefitter Maintenance 33.28
23810 - Plumber Maintenance 31.87
23820 - Pneudraulic Systems Mechanic 29.91
23850 - Rigger 29.91
23870 - Scale Mechanic 27.48
23890 - Sheet-Metal Worker Maintenance 29.91
23910 - Small Engine Mechanic 27.43
23931 - Telecommunications Mechanic I 29.91
23932 - Telecommunications Mechanic II 31.03
23950 - Telephone Lineman 27.89
23960 - Welder Combination Maintenance 26.99
23965 - Well Driller 29.91

23970 - Woodcraft Worker		29.91
23980 - Woodworker		24.80
24000 - Personal Needs Occupations		
24550 - Case Manager		18.64
24570 - Child Care Attendant		14.31
24580 - Child Care Center Clerk		17.84
24610 - Chore Aide		15.27
24620 - Family Readiness And Support Services Coordinator		18.64
24630 - Homemaker		18.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.91
25040 - Sewage Plant Operator		28.07
25070 - Stationary Engineer		29.91
25190 - Ventilation Equipment Tender		22.60
25210 - Water Treatment Plant Operator		28.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.62
27007 - Baggage Inspector		16.81
27008 - Corrections Officer		24.48
27010 - Court Security Officer		24.48
27030 - Detection Dog Handler		18.80
27040 - Detention Officer		24.48
27070 - Firefighter		25.28
27101 - Guard I		16.81
27102 - Guard II		18.80
27131 - Police Officer I		28.38
27132 - Police Officer II		31.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.40
28042 - Carnival Equipment Repairer		13.95
28043 - Carnival Worker		12.74
28210 - Gate Attendant/Gate Tender		18.74
28310 - Lifeguard		14.78
28350 - Park Attendant (Aide)		20.98
28510 - Recreation Aide/Health Facility Attendant		15.30
28515 - Recreation Specialist		23.87
28630 - Sports Official		16.70
28690 - Swimming Pool Operator		21.08
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.48
29020 - Hatch Tender		27.48
29030 - Line Handler		27.48
29041 - Stevedore I		26.16
29042 - Stevedore II		28.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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 21.24
30052 - Cryogenic Technician II 23.46
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 19.18
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.06
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 23.46
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.73
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
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
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	29.67
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.11
99252 - Laboratory Animal Caretaker II	18.89
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.47
99711 - Recycling Specialist	20.48
99730 - Refuse Collector	16.02
99810 - Sales Clerk	15.29
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer Helper	20.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4078
Revision No.: 15
Date Of Last Revision: 04/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.56
01012 - Accounting Clerk II		19.72
01013 - Accounting Clerk III		22.06
01020 - Administrative Assistant		29.21
01035 - Court Reporter		20.28
01041 - Customer Service Representative I		14.73
01042 - Customer Service Representative II		16.56
01043 - Customer Service Representative III		18.07
01051 - Data Entry Operator I		14.79
01052 - Data Entry Operator II		16.14
01060 - Dispatcher Motor Vehicle		21.29
01070 - Document Preparation Clerk		16.14
01090 - Duplicating Machine Operator		16.14

01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	22.61
01141 - Messenger Courier	13.16
01191 - Order Clerk I	14.79
01192 - Order Clerk II	16.14
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	23.22
01290 - Rental Clerk	17.44
01300 - Scheduler Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	19.57
01410 - Supply Technician	29.21
01420 - Survey Worker	20.28
01460 - Switchboard Operator/Receptionist	15.82
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.14
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.08
05010 - Automotive Electrician	20.45
05040 - Automotive Glass Installer	19.64
05070 - Automotive Worker	19.64
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal Mechanic	21.35
05160 - Motor Equipment Metal Worker	19.64
05190 - Motor Vehicle Mechanic	21.35
05220 - Motor Vehicle Mechanic Helper	16.53
05250 - Motor Vehicle Upholstery Worker	18.60
05280 - Motor Vehicle Wrecker	19.64
05310 - Painter Automotive	20.45
05340 - Radiator Repair Specialist	19.64
05370 - Tire Repairer	16.30
05400 - Transmission Repair Specialist	21.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.83
07041 - Cook I	17.06
07042 - Cook II	18.90
07070 - Dishwasher	13.34
07130 - Food Service Worker	13.61
07210 - Meat Cutter	20.23
07260 - Waiter/Waitress	13.99

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.25
09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.81
09110 - Furniture Repairer Minor	24.70
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.68
11060 - Elevator Operator	17.12
11090 - Gardener	25.15
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer Grounds Maintenance	20.28
11240 - Maid or Houseman	14.27
11260 - Pruner	18.67
11270 - Tractor Operator	23.39
11330 - Trail Maintenance Worker	20.28
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	22.25
12011 - Breath Alcohol Technician	22.25
12012 - Certified Occupational Therapist Assistant	30.53
12015 - Certified Physical Therapist Assistant	30.53
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	45.93
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic Technologist	33.72
12040 - Emergency Medical Technician	22.25
12071 - Licensed Practical Nurse I	19.89
12072 - Licensed Practical Nurse II	22.25
12073 - Licensed Practical Nurse III	24.81
12100 - Medical Assistant	23.13
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	18.02
12190 - Medical Record Technician	27.76
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	48.89
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	22.25
12236 - Optical Technician	19.89
12250 - Pharmacy Technician	28.86
12280 - Phlebotomist	18.73
12305 - Radiologic Technologist	35.32
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		27.57
12320 - Substance Abuse Treatment Counselor		25.70
13000 - Information And Arts Occupations		
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		18.62
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.78
13071 - Photographer I		16.65
13072 - Photographer II		20.21
13073 - Photographer III		24.61
13074 - Photographer IV		30.49
13075 - Photographer V		37.31
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73

15080 - Graphic Artist 25.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.73
15086 - Maintenance Test Pilot Rotary Wing 42.73
15088 - Non-Maintenance Test/Co-Pilot 42.73
15090 - Technical Instructor 22.81
15095 - Technical Instructor/Course Developer 27.93
15110 - Test Proctor 18.44
15120 - Tutor 18.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.08
19040 - Tool And Die Maker 31.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.79
21030 - Material Coordinator 23.14
21040 - Material Expediter 23.14
21050 - Material Handling Laborer 16.23
21071 - Order Filler 14.72
21080 - Production Line Worker (Food Processing) 20.79
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 14.10
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 20.79
21410 - Warehouse Specialist 20.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 24.70
23021 - Aircraft Mechanic I 28.24
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.42
23040 - Aircraft Mechanic Helper 22.39
23050 - Aircraft Painter 27.08
23060 - Aircraft Servicer 24.70
23070 - Aircraft Survival Flight Equipment Technician 27.08
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.24

II
23110 - Appliance Mechanic 27.08
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 35.94
23130 - Carpenter Maintenance 28.82
23140 - Carpet Layer 25.94
23160 - Electrician Maintenance 30.72
23181 - Electronics Technician Maintenance I 25.94
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.24
23260 - Fabric Worker 24.70
23290 - Fire Alarm System Mechanic 28.24
23310 - Fire Extinguisher Repairer 23.42
23311 - Fuel Distribution System Mechanic 28.24
23312 - Fuel Distribution System Operator 23.42
23370 - General Maintenance Worker 20.19
23380 - Ground Support Equipment Mechanic 28.24
23381 - Ground Support Equipment Servicer 24.70
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 23.42
23392 - Gunsmith II 25.94
23393 - Gunsmith III 28.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.85
23430 - Heavy Equipment Mechanic 27.79
23440 - Heavy Equipment Operator 30.31
23460 - Instrument Mechanic 28.24
23465 - Laboratory/Shelter Mechanic 27.08
23470 - Laborer 16.83
23510 - Locksmith 27.08
23530 - Machinery Maintenance Mechanic 25.37
23550 - Machinist Maintenance 25.53
23580 - Maintenance Trades Helper 20.97
23591 - Metrology Technician I 28.24
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.42
23640 - Millwright 28.24
23710 - Office Appliance Repairer 27.08
23760 - Painter Maintenance 23.68
23790 - Pipefitter Maintenance 33.28
23810 - Plumber Maintenance 31.87
23820 - Pneudraulic Systems Mechanic 28.24
23850 - Rigger 28.24
23870 - Scale Mechanic 25.94
23890 - Sheet-Metal Worker Maintenance 27.55
23910 - Small Engine Mechanic 24.94
23931 - Telecommunications Mechanic I 28.24
23932 - Telecommunications Mechanic II 29.30

23950 - Telephone Lineman	27.55
23960 - Welder Combination Maintenance	26.99
23965 - Well Driller	28.24
23970 - Woodcraft Worker	28.24
23980 - Woodworker	23.42
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.57
24610 - Chore Aide	13.88
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.24
25040 - Sewage Plant Operator	26.52
25070 - Stationary Engineer	28.24
25190 - Ventilation Equipment Tender	21.81
25210 - Water Treatment Plant Operator	26.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.36
27007 - Baggage Inspector	16.19
27008 - Corrections Officer	24.48
27010 - Court Security Officer	24.48
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	24.48
27070 - Firefighter	25.28
27101 - Guard I	16.19
27102 - Guard II	18.61
27131 - Police Officer I	26.39
27132 - Police Officer II	28.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.82
28042 - Carnival Equipment Repairer	12.68
28043 - Carnival Worker	11.58
28210 - Gate Attendant/Gate Tender	17.04
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health Facility Attendant	13.91
28515 - Recreation Specialist	21.70
28630 - Sports Official	15.18
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.94
29020 - Hatch Tender	25.94
29030 - Line Handler	25.94
29041 - Stevedore I	24.70
29042 - Stevedore II	27.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.42

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 21.24
30052 - Cryogenic Technician II 23.46
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 19.18
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.06
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 23.46
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.73
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 17.10
31030 - Bus Driver 22.71
31043 - Driver Courier 16.96

31260 - Parking and Lot Attendant	15.61
31290 - Shuttle Bus Driver	18.21
31310 - Taxi Driver	17.61
31361 - Truckdriver Light	18.21
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	23.85
31364 - Truckdriver Tractor-Trailer	23.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.75
99050 - Desk Clerk	14.77
99095 - Embalmer	29.67
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	18.11
99252 - Laboratory Animal Caretaker II	18.89
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	22.73
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	17.36
99711 - Recycling Specialist	20.11
99730 - Refuse Collector	16.02
99810 - Sales Clerk	14.60
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.63
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	23.87
99842 - Vending Machine Repairer Helper	20.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4079
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.03
01012 - Accounting Clerk II		20.24
01013 - Accounting Clerk III		22.65
01020 - Administrative Assistant		29.01

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 15.22
01112 - General Clerk II 16.61
01113 - General Clerk III 18.65
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 17.44
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 29.01
01420 - Survey Worker 20.28
01460 - Switchboard Operator/Receptionist 16.17
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.47
01612 - Word Processor II 18.12
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.26
05010 - Automotive Electrician 18.85
05040 - Automotive Glass Installer 18.05
05070 - Automotive Worker 18.05
05110 - Mobile Equipment Servicer 16.30
05130 - Motor Equipment Metal Mechanic 19.65
05160 - Motor Equipment Metal Worker 18.05
05190 - Motor Vehicle Mechanic 19.65
05220 - Motor Vehicle Mechanic Helper 15.18
05250 - Motor Vehicle Upholstery Worker 17.19
05280 - Motor Vehicle Wrecker 18.05
05310 - Painter Automotive 18.85
05340 - Radiator Repair Specialist 18.05
05370 - Tire Repairer 16.30

05400 - Transmission Repair Specialist	19.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.22
07041 - Cook I	18.23
07042 - Cook II	20.20
07070 - Dishwasher	14.56
07130 - Food Service Worker	14.62
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.01
11060 - Elevator Operator	17.72
11090 - Gardener	26.47
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer Grounds Maintenance	21.33
11240 - Maid or Houseman	14.77
11260 - Pruner	19.64
11270 - Tractor Operator	24.61
11330 - Trail Maintenance Worker	21.33
11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	33.31
12015 - Certified Physical Therapist Assistant	33.31
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	42.79
12030 - EKG Technician	36.79
12035 - Electroneurodiagnostic Technologist	36.79
12040 - Emergency Medical Technician	22.97
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.53
12130 - Medical Laboratory Technician	25.00
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	24.40
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	53.35
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40

12224 - Nursing Assistant IV		17.30
12235 - Optical Dispenser		24.28
12236 - Optical Technician		21.71
12250 - Pharmacy Technician		17.50
12280 - Phlebotomist		21.22
12305 - Radiologic Technologist		37.14
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		30.07
12320 - Substance Abuse Treatment Counselor		26.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.74
13012 - Exhibits Specialist II		25.69
13013 - Exhibits Specialist III		31.42
13041 - Illustrator I		20.74
13042 - Illustrator II		25.69
13043 - Illustrator III		31.42
13047 - Librarian		28.45
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		25.69
13058 - Library Technician		22.11
13061 - Media Specialist I		18.54
13062 - Media Specialist II		20.74
13063 - Media Specialist III		23.11
13071 - Photographer I		18.54
13072 - Photographer II		20.74
13073 - Photographer III		25.69
13074 - Photographer IV		31.42
13075 - Photographer V		38.03
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66

14160 - Personal Computer Support Technician	21.25
14170 - System Support Specialist	23.54
15000 - Instructional Occupations	
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	25.39
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.69
19040 - Tool And Die Maker	33.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	15.77
21071 - Order Filler	14.80
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	26.16
23021 - Aircraft Mechanic I	29.91
23022 - Aircraft Mechanic II	31.03

23023 - Aircraft Mechanic III 32.22
23040 - Aircraft Mechanic Helper 23.10
23050 - Aircraft Painter 28.69
23060 - Aircraft Servicer 26.16
23070 - Aircraft Survival Flight Equipment Technician 28.69
23080 - Aircraft Worker 27.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.91
23110 - Appliance Mechanic 28.69
23120 - Bicycle Repairer 23.44
23125 - Cable Splicer 35.95
23130 - Carpenter Maintenance 27.69
23140 - Carpet Layer 27.48
23160 - Electrician Maintenance 31.36
23181 - Electronics Technician Maintenance I 27.48
23182 - Electronics Technician Maintenance II 28.69
23183 - Electronics Technician Maintenance III 29.91
23260 - Fabric Worker 26.16
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 24.80
23311 - Fuel Distribution System Mechanic 29.91
23312 - Fuel Distribution System Operator 24.80
23370 - General Maintenance Worker 21.39
23380 - Ground Support Equipment Mechanic 29.91
23381 - Ground Support Equipment Servicer 26.16
23382 - Ground Support Equipment Worker 27.48
23391 - Gunsmith I 24.80
23392 - Gunsmith II 27.48
23393 - Gunsmith III 29.91
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 28.60
23460 - Instrument Mechanic 29.91
23465 - Laboratory/Shelter Mechanic 28.69
23470 - Laborer 15.77
23510 - Locksmith 28.69
23530 - Machinery Maintenance Mechanic 25.70
23550 - Machinist Maintenance 22.09
23580 - Maintenance Trades Helper 20.53
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.03
23593 - Metrology Technician III 32.22
23640 - Millwright 29.91
23710 - Office Appliance Repairer 28.69
23760 - Painter Maintenance 22.78

23790 - Pipefitter Maintenance 34.93
23810 - Plumber Maintenance 31.60
23820 - Pneudraulic Systems Mechanic 29.91
23850 - Rigger 29.91
23870 - Scale Mechanic 27.48
23890 - Sheet-Metal Worker Maintenance 26.47
23910 - Small Engine Mechanic 27.43
23931 - Telecommunications Mechanic I 29.91
23932 - Telecommunications Mechanic II 31.03
23950 - Telephone Lineman 27.89
23960 - Welder Combination Maintenance 24.06
23965 - Well Driller 29.91
23970 - Woodcraft Worker 29.91
23980 - Woodworker 24.80
24000 - Personal Needs Occupations
24550 - Case Manager 18.64
24570 - Child Care Attendant 14.08
24580 - Child Care Center Clerk 17.57
24610 - Chore Aide 15.27
24620 - Family Readiness And Support Services Coordinator 18.64
24630 - Homemaker 18.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.91
25040 - Sewage Plant Operator 28.07
25070 - Stationary Engineer 29.91
25190 - Ventilation Equipment Tender 22.60
25210 - Water Treatment Plant Operator 28.07
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.62
27007 - Baggage Inspector 16.81
27008 - Corrections Officer 24.47
27010 - Court Security Officer 24.47
27030 - Detection Dog Handler 18.80
27040 - Detention Officer 24.47
27070 - Firefighter 24.47
27101 - Guard I 16.81
27102 - Guard II 18.80
27131 - Police Officer I 28.38
27132 - Police Officer II 31.54
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.56
28042 - Carnival Equipment Repairer 18.58
28043 - Carnival Worker 13.66
28210 - Gate Attendant/Gate Tender 18.74
28310 - Lifeguard 14.64
28350 - Park Attendant (Aide) 20.98
28510 - Recreation Aide/Health Facility Attendant 15.30
28515 - Recreation Specialist 25.98
28630 - Sports Official 16.70

28690 - Swimming Pool Operator		20.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.48
29020 - Hatch Tender		27.48
29030 - Line Handler		27.48
29041 - Stevedore I		26.16
29042 - Stevedore II		28.69
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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		21.24
30052 - Cryogenic Technician II		23.46
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		19.18
30210 - Laboratory Technician		22.33
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		23.06
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		23.46
30390 - Photo-Optics Technician		23.06
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		25.54

30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
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
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.82
99030 - Cashier		13.76
99050 - Desk Clerk		15.87
99095 - Embalmer		29.67
99130 - Flight Follower		28.51
99251 - Laboratory Animal Caretaker I		18.30
99252 - Laboratory Animal Caretaker II		18.89
99260 - Marketing Analyst		26.64
99310 - Mortician		29.67
99410 - Pest Controller		23.19
99510 - Photofinishing Worker		14.98
99710 - Recycling Laborer		17.60
99711 - Recycling Specialist		20.48
99730 - Refuse Collector		16.21
99810 - Sales Clerk		15.29
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		20.98
99831 - Surveying Aide		13.74
99832 - Surveying Technician		18.82
99840 - Vending Machine Attendant		20.48
99841 - Vending Machine Repairer		24.36
99842 - Vending Machine Repairer Helper		20.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4080
Revision No.: 13
Date Of Last Revision: 04/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.03

01012 - Accounting Clerk II 20.24
01013 - Accounting Clerk III 22.65
01020 - Administrative Assistant 26.37
01035 - Court Reporter 20.28
01041 - Customer Service Representative I 14.73
01042 - Customer Service Representative II 16.56
01043 - Customer Service Representative III 18.07
01051 - Data Entry Operator I 14.79
01052 - Data Entry Operator II 16.14
01060 - Dispatcher Motor Vehicle 21.29
01070 - Document Preparation Clerk 16.14
01090 - Duplicating Machine Operator 16.14
01111 - General Clerk I 15.22
01112 - General Clerk II 16.61
01113 - General Clerk III 18.65
01120 - Housing Referral Assistant 22.61
01141 - Messenger Courier 13.16
01191 - Order Clerk I 14.79
01192 - Order Clerk II 16.14
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 22.58
01290 - Rental Clerk 17.44
01300 - Scheduler Maintenance 18.12
01311 - Secretary I 18.12
01312 - Secretary II 20.28
01313 - Secretary III 22.61
01320 - Service Order Dispatcher 19.57
01410 - Supply Technician 26.37
01420 - Survey Worker 20.28
01460 - Switchboard Operator/Receptionist 15.82
01531 - Travel Clerk I 13.79
01532 - Travel Clerk II 14.92
01533 - Travel Clerk III 16.08
01611 - Word Processor I 16.47
01612 - Word Processor II 18.12
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.26
05010 - Automotive Electrician 18.85
05040 - Automotive Glass Installer 18.05
05070 - Automotive Worker 18.05
05110 - Mobile Equipment Servicer 16.30
05130 - Motor Equipment Metal Mechanic 19.65
05160 - Motor Equipment Metal Worker 18.05
05190 - Motor Vehicle Mechanic 19.65
05220 - Motor Vehicle Mechanic Helper 15.18
05250 - Motor Vehicle Upholstery Worker 17.19
05280 - Motor Vehicle Wrecker 18.05

05310 - Painter Automotive	18.85
05340 - Radiator Repair Specialist	18.05
05370 - Tire Repairer	16.30
05400 - Transmission Repair Specialist	19.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.10
07041 - Cook I	16.69
07042 - Cook II	18.48
07070 - Dishwasher	13.34
07130 - Food Service Worker	13.61
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	12.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.25
09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.81
09110 - Furniture Repairer Minor	24.70
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.55
11060 - Elevator Operator	17.12
11090 - Gardener	24.06
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer Grounds Maintenance	19.39
11240 - Maid or Houseman	13.43
11260 - Pruner	17.85
11270 - Tractor Operator	22.37
11330 - Trail Maintenance Worker	19.39
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	20.88
12011 - Breath Alcohol Technician	22.25
12012 - Certified Occupational Therapist Assistant	30.53
12015 - Certified Physical Therapist Assistant	30.53
12020 - Dental Assistant	21.21
12025 - Dental Hygienist	42.79
12030 - EKG Technician	33.72
12035 - Electroneurodiagnostic Technologist	33.72
12040 - Emergency Medical Technician	20.88
12071 - Licensed Practical Nurse I	19.89
12072 - Licensed Practical Nurse II	22.25
12073 - Licensed Practical Nurse III	24.81
12100 - Medical Assistant	19.76
12130 - Medical Laboratory Technician	22.73
12160 - Medical Record Clerk	18.02
12190 - Medical Record Technician	24.40
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	48.89

12221 - Nursing Assistant I		12.39
12222 - Nursing Assistant II		13.92
12223 - Nursing Assistant III		15.19
12224 - Nursing Assistant IV		17.05
12235 - Optical Dispenser		22.87
12236 - Optical Technician		19.89
12250 - Pharmacy Technician		17.50
12280 - Phlebotomist		19.66
12305 - Radiologic Technologist		35.32
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		27.57
12320 - Substance Abuse Treatment Counselor		26.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.65
13012 - Exhibits Specialist II		24.32
13013 - Exhibits Specialist III		29.76
13041 - Illustrator I		19.65
13042 - Illustrator II		24.32
13043 - Illustrator III		29.76
13047 - Librarian		26.94
13050 - Library Aide/Clerk		15.69
13054 - Library Information Technology Systems Administrator		24.32
13058 - Library Technician		22.11
13061 - Media Specialist I		17.56
13062 - Media Specialist II		19.65
13063 - Media Specialist III		21.89
13071 - Photographer I		16.89
13072 - Photographer II		20.21
13073 - Photographer III		24.61
13074 - Photographer IV		30.49
13075 - Photographer V		37.31
13090 - Technical Order Library Clerk		19.71
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		30.91
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		25.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.73
15086 - Maintenance Test Pilot Rotary Wing		42.73
15088 - Non-Maintenance Test/Co-Pilot		42.73
15090 - Technical Instructor		22.81
15095 - Technical Instructor/Course Developer		27.93
15110 - Test Proctor		18.44
15120 - Tutor		18.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.78
16030 - Counter Attendant		13.78
16040 - Dry Cleaner		16.24
16070 - Finisher Flatwork Machine		13.78
16090 - Presser Hand		13.78
16110 - Presser Machine Drycleaning		13.78
16130 - Presser Machine Shirts		13.78
16160 - Presser Machine Wearing Apparel Laundry		13.78
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.95
16250 - Washer Machine		14.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.08
19040 - Tool And Die Maker		31.41
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.79
21030 - Material Coordinator		23.14
21040 - Material Expediter		23.14
21050 - Material Handling Laborer		15.77
21071 - Order Filler		14.72
21080 - Production Line Worker (Food Processing)		20.79
21110 - Shipping Packer		16.92
21130 - Shipping/Receiving Clerk		16.92
21140 - Store Worker I		14.10
21150 - Stock Clerk		18.58
21210 - Tools And Parts Attendant		20.79
21410 - Warehouse Specialist		20.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.30

23019 - Aircraft Logs and Records Technician 24.70
23021 - Aircraft Mechanic I 28.24
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.42
23040 - Aircraft Mechanic Helper 21.81
23050 - Aircraft Painter 27.08
23060 - Aircraft Servicer 24.70
23070 - Aircraft Survival Flight Equipment Technician 27.08
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.24
23110 - Appliance Mechanic 27.08
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 32.68
23130 - Carpenter Maintenance 25.17
23140 - Carpet Layer 25.94
23160 - Electrician Maintenance 30.72
23181 - Electronics Technician Maintenance I 25.94
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.24
23260 - Fabric Worker 24.70
23290 - Fire Alarm System Mechanic 28.24
23310 - Fire Extinguisher Repairer 23.42
23311 - Fuel Distribution System Mechanic 28.24
23312 - Fuel Distribution System Operator 23.42
23370 - General Maintenance Worker 19.71
23380 - Ground Support Equipment Mechanic 28.24
23381 - Ground Support Equipment Servicer 24.70
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 23.42
23392 - Gunsmith II 25.94
23393 - Gunsmith III 28.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.85
23430 - Heavy Equipment Mechanic 27.79
23440 - Heavy Equipment Operator 27.47
23460 - Instrument Mechanic 28.24
23465 - Laboratory/Shelter Mechanic 27.08
23470 - Laborer 15.77
23510 - Locksmith 27.08
23530 - Machinery Maintenance Mechanic 23.36
23550 - Machinist Maintenance 21.91
23580 - Maintenance Trades Helper 20.53
23591 - Metrology Technician I 28.24
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.42

23640 - Millwright 28.24
23710 - Office Appliance Repairer 27.08
23760 - Painter Maintenance 20.71
23790 - Pipefitter Maintenance 34.93
23810 - Plumber Maintenance 31.36
23820 - Pneudraulic Systems Mechanic 28.24
23850 - Rigger 28.24
23870 - Scale Mechanic 25.94
23890 - Sheet-Metal Worker Maintenance 24.06
23910 - Small Engine Mechanic 24.94
23931 - Telecommunications Mechanic I 28.24
23932 - Telecommunications Mechanic II 29.30
23950 - Telephone Lineman 27.01
23960 - Welder Combination Maintenance 24.06
23965 - Well Driller 28.24
23970 - Woodcraft Worker 28.24
23980 - Woodworker 23.42
24000 - Personal Needs Occupations
24550 - Case Manager 17.33
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.97
24610 - Chore Aide 13.88
24620 - Family Readiness And Support Services Coordinator 17.33
24630 - Homemaker 18.54
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.24
25040 - Sewage Plant Operator 26.52
25070 - Stationary Engineer 28.24
25190 - Ventilation Equipment Tender 21.81
25210 - Water Treatment Plant Operator 26.52
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.36
27007 - Baggage Inspector 16.19
27008 - Corrections Officer 24.16
27010 - Court Security Officer 23.99
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 24.16
27070 - Firefighter 22.98
27101 - Guard I 16.19
27102 - Guard II 18.61
27131 - Police Officer I 26.39
27132 - Police Officer II 28.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.96
28042 - Carnival Equipment Repairer 16.89
28043 - Carnival Worker 12.42
28210 - Gate Attendant/Gate Tender 17.04
28310 - Lifeguard 13.31
28350 - Park Attendant (Aide) 19.07

28510 - Recreation Aide/Health Facility Attendant 13.91
28515 - Recreation Specialist 23.62
28630 - Sports Official 15.18
28690 - Swimming Pool Operator 18.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.94
29020 - Hatch Tender 25.94
29030 - Line Handler 25.94
29041 - Stevedore I 24.70
29042 - Stevedore II 27.08
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 21.24
30052 - Cryogenic Technician II 23.46
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 19.18
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.06
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 23.46
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.73
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93

30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		25.54
30502 - Weather Forecaster II		31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		17.10
31030 - Bus Driver		22.71
31043 - Driver Courier		16.96
31260 - Parking and Lot Attendant		15.61
31290 - Shuttle Bus Driver		18.21
31310 - Taxi Driver		15.43
31361 - Truckdriver Light		18.21
31362 - Truckdriver Medium		19.21
31363 - Truckdriver Heavy		23.85
31364 - Truckdriver Tractor-Trailer		23.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.75
99050 - Desk Clerk		14.76
99095 - Embalmer		29.67
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		18.30
99252 - Laboratory Animal Caretaker II		18.89
99260 - Marketing Analyst		26.64
99310 - Mortician		29.67
99410 - Pest Controller		22.73
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		17.60
99711 - Recycling Specialist		20.35
99730 - Refuse Collector		16.21
99810 - Sales Clerk		14.48
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		20.77
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.63
99840 - Vending Machine Attendant		20.07
99841 - Vending Machine Repairer		23.87
99842 - Vending Machine Repairer Helper		20.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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 Good Friday Memorial Day

Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4081
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.58
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.08
01020 - Administrative Assistant		29.01
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 15.22
01112 - General Clerk II 16.61
01113 - General Clerk III 18.65
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 17.44
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 29.01
01420 - Survey Worker 20.28
01460 - Switchboard Operator/Receptionist 16.17
01531 - Travel Clerk I 14.38
01532 - Travel Clerk II 15.55
01533 - Travel Clerk III 16.71
01611 - Word Processor I 16.14
01612 - Word Processor II 18.12
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.62
05010 - Automotive Electrician 19.58
05040 - Automotive Glass Installer 18.84
05070 - Automotive Worker 18.84
05110 - Mobile Equipment Servicer 17.36
05130 - Motor Equipment Metal Mechanic 20.37
05160 - Motor Equipment Metal Worker 18.84
05190 - Motor Vehicle Mechanic 20.37
05220 - Motor Vehicle Mechanic Helper 16.53
05250 - Motor Vehicle Upholstery Worker 18.12
05280 - Motor Vehicle Wrecker 18.84
05310 - Painter Automotive 19.58
05340 - Radiator Repair Specialist 18.84
05370 - Tire Repairer 16.01
05400 - Transmission Repair Specialist 20.37
07000 - Food Preparation And Service Occupations
07010 - Baker 16.22
07041 - Cook I 18.23
07042 - Cook II 20.20
07070 - Dishwasher 13.81

07130 - Food Service Worker	14.62
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	14.18
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.69
11060 - Elevator Operator	17.72
11090 - Gardener	26.39
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
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	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	24.28
12012 - Certified Occupational Therapist Assistant	29.47
12015 - Certified Physical Therapist Assistant	31.72
12020 - Dental Assistant	21.42
12025 - Dental Hygienist	39.76
12030 - EKG Technician	36.77
12035 - Electroneurodiagnostic Technologist	36.77
12040 - Emergency Medical Technician	22.97
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.28
12073 - Licensed Practical Nurse III	27.06
12100 - Medical Assistant	20.15
12130 - Medical Laboratory Technician	23.84
12160 - Medical Record Clerk	19.71
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	47.48
12221 - Nursing Assistant I	12.56
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.30
12235 - Optical Dispenser	24.28
12236 - Optical Technician	21.71
12250 - Pharmacy Technician	17.31
12280 - Phlebotomist	19.03
12305 - Radiologic Technologist	36.78

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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		30.07
12320 - Substance Abuse Treatment Counselor		23.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.74
13012 - Exhibits Specialist II		25.69
13013 - Exhibits Specialist III		31.42
13041 - Illustrator I		20.74
13042 - Illustrator II		25.69
13043 - Illustrator III		31.42
13047 - Librarian		28.45
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		25.69
13058 - Library Technician		20.48
13061 - Media Specialist I		18.47
13062 - Media Specialist II		20.52
13063 - Media Specialist III		22.86
13071 - Photographer I		18.32
13072 - Photographer II		20.74
13073 - Photographer III		25.69
13074 - Photographer IV		31.42
13075 - Photographer V		38.03
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		22.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		
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	25.39
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.59
19040 - Tool And Die Maker	31.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.79
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	15.77
21071 - Order Filler	14.80
21080 - Production Line Worker (Food Processing)	20.79
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.96
21210 - Tools And Parts Attendant	20.79
21410 - Warehouse Specialist	20.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	26.16
23021 - Aircraft Mechanic I	29.91
23022 - Aircraft Mechanic II	31.03
23023 - Aircraft Mechanic III	32.22
23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft Painter	28.69
23060 - Aircraft Servicer	26.16
23070 - Aircraft Survival Flight Equipment Technician	28.69
23080 - Aircraft Worker	27.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.91
23110 - Appliance Mechanic 27.59
23120 - Bicycle Repairer 23.44
23125 - Cable Splicer 35.95
23130 - Carpenter Maintenance 27.69
23140 - Carpet Layer 27.48
23160 - Electrician Maintenance 30.56
23181 - Electronics Technician Maintenance I 26.87
23182 - Electronics Technician Maintenance II 27.96
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 25.80
23290 - Fire Alarm System Mechanic 28.71
23310 - Fire Extinguisher Repairer 24.34
23311 - Fuel Distribution System Mechanic 28.71
23312 - Fuel Distribution System Operator 24.27
23370 - General Maintenance Worker 21.39
23380 - Ground Support Equipment Mechanic 29.91
23381 - Ground Support Equipment Servicer 26.16
23382 - Ground Support Equipment Worker 27.48
23391 - Gunsmith I 24.34
23392 - Gunsmith II 27.09
23393 - Gunsmith III 29.44
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 28.60
23460 - Instrument Mechanic 29.91
23465 - Laboratory/Shelter Mechanic 28.20
23470 - Laborer 15.77
23510 - Locksmith 28.69
23530 - Machinery Maintenance Mechanic 26.10
23550 - Machinist Maintenance 22.09
23580 - Maintenance Trades Helper 18.67
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.03
23593 - Metrology Technician III 32.22
23640 - Millwright 28.71
23710 - Office Appliance Repairer 27.59
23760 - Painter Maintenance 22.81
23790 - Pipefitter Maintenance 31.75
23810 - Plumber Maintenance 28.14
23820 - Pneudraulic Systems Mechanic 29.44
23850 - Rigger 29.44
23870 - Scale Mechanic 27.09
23890 - Sheet-Metal Worker Maintenance 23.73

23910 - Small Engine Mechanic 26.51
23931 - Telecommunications Mechanic I 29.91
23932 - Telecommunications Mechanic II 31.03
23950 - Telephone Lineman 27.89
23960 - Welder Combination Maintenance 23.96
23965 - Well Driller 28.71
23970 - Woodcraft Worker 29.44
23980 - Woodworker 24.12
24000 - Personal Needs Occupations
24550 - Case Manager 18.64
24570 - Child Care Attendant 14.08
24580 - Child Care Center Clerk 17.57
24610 - Chore Aide 15.27
24620 - Family Readiness And Support Services Coordinator 18.64
24630 - Homemaker 18.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.71
25040 - Sewage Plant Operator 27.91
25070 - Stationary Engineer 28.71
25190 - Ventilation Equipment Tender 22.59
25210 - Water Treatment Plant Operator 27.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.62
27007 - Baggage Inspector 16.81
27008 - Corrections Officer 24.47
27010 - Court Security Officer 24.47
27030 - Detection Dog Handler 18.80
27040 - Detention Officer 24.47
27070 - Firefighter 24.47
27101 - Guard I 16.81
27102 - Guard II 18.80
27131 - Police Officer I 28.38
27132 - Police Officer II 31.54
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.40
28042 - Carnival Equipment Repairer 13.95
28043 - Carnival Worker 12.74
28210 - Gate Attendant/Gate Tender 18.36
28310 - Lifeguard 14.78
28350 - Park Attendant (Aide) 20.94
28510 - Recreation Aide/Health Facility Attendant 15.28
28515 - Recreation Specialist 21.70
28630 - Sports Official 16.68
28690 - Swimming Pool Operator 21.08
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.48
29020 - Hatch Tender 27.48
29030 - Line Handler 27.48
29041 - Stevedore I 26.16

29042 - Stevedore II 28.69
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 21.24
30052 - Cryogenic Technician II 23.46
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 19.18
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.06
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 23.46
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.73
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.75
30621 - Weather Observer Senior (see 2) 22.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49

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
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.76
99050 - Desk Clerk	15.87
99095 - Embalmer	29.67
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.30
99252 - Laboratory Animal Caretaker II	18.89
99260 - Marketing Analyst	26.64
99310 - Mortician	29.67
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	17.91
99711 - Recycling Specialist	20.74
99730 - Refuse Collector	16.51
99810 - Sales Clerk	15.29
99820 - School Crossing Guard	15.62
99830 - Survey Party Chief	20.98
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.82
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.36
99842 - Vending Machine Repairer Helper	20.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4082
Revision No.: 14
Date Of Last Revision: 04/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.56
01012 - Accounting Clerk II		19.72
01013 - Accounting Clerk III		22.06
01020 - Administrative Assistant		26.37
01035 - Court Reporter		20.28
01041 - Customer Service Representative I		13.98
01042 - Customer Service Representative II		15.72

01043 - Customer Service Representative III	17.15
01051 - Data Entry Operator I	14.79
01052 - Data Entry Operator II	16.14
01060 - Dispatcher Motor Vehicle	21.29
01070 - Document Preparation Clerk	16.14
01090 - Duplicating Machine Operator	16.14
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.65
01120 - Housing Referral Assistant	22.61
01141 - Messenger Courier	13.16
01191 - Order Clerk I	14.79
01192 - Order Clerk II	16.14
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	23.22
01290 - Rental Clerk	17.44
01300 - Scheduler Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.61
01320 - Service Order Dispatcher	19.57
01410 - Supply Technician	26.37
01420 - Survey Worker	20.28
01460 - Switchboard Operator/Receptionist	15.82
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.14
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.62
05010 - Automotive Electrician	19.58
05040 - Automotive Glass Installer	18.84
05070 - Automotive Worker	18.84
05110 - Mobile Equipment Servicer	17.36
05130 - Motor Equipment Metal Mechanic	20.37
05160 - Motor Equipment Metal Worker	18.84
05190 - Motor Vehicle Mechanic	20.37
05220 - Motor Vehicle Mechanic Helper	16.53
05250 - Motor Vehicle Upholstery Worker	18.12
05280 - Motor Vehicle Wrecker	18.84
05310 - Painter Automotive	19.58
05340 - Radiator Repair Specialist	18.84
05370 - Tire Repairer	16.01
05400 - Transmission Repair Specialist	20.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.10

07041 - Cook I	17.06
07042 - Cook II	18.90
07070 - Dishwasher	12.55
07130 - Food Service Worker	13.61
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	12.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.08
09040 - Furniture Handler	17.74
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	20.54
09110 - Furniture Repairer Minor	23.19
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.17
11060 - Elevator Operator	17.12
11090 - Gardener	23.99
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer Grounds Maintenance	19.39
11240 - Maid or Houseman	13.70
11260 - Pruner	17.89
11270 - Tractor Operator	22.46
11330 - Trail Maintenance Worker	19.39
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	20.88
12011 - Breath Alcohol Technician	22.25
12012 - Certified Occupational Therapist Assistant	26.79
12015 - Certified Physical Therapist Assistant	28.84
12020 - Dental Assistant	19.47
12025 - Dental Hygienist	37.95
12030 - EKG Technician	33.43
12035 - Electroneurodiagnostic Technologist	33.43
12040 - Emergency Medical Technician	20.88
12071 - Licensed Practical Nurse I	19.89
12072 - Licensed Practical Nurse II	22.25
12073 - Licensed Practical Nurse III	24.81
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	21.67
12160 - Medical Record Clerk	17.92
12190 - Medical Record Technician	22.07
12195 - Medical Transcriptionist	19.89
12210 - Nuclear Medicine Technologist	43.16
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.65
12235 - Optical Dispenser	22.25
12236 - Optical Technician	19.89

12250 - Pharmacy Technician		16.42
12280 - Phlebotomist		17.30
12305 - Radiologic Technologist		33.44
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		27.57
12320 - Substance Abuse Treatment Counselor		21.44
13000 - Information And Arts Occupations		
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		18.62
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.78
13071 - Photographer I		16.65
13072 - Photographer II		20.21
13073 - Photographer III		24.61
13074 - Photographer IV		30.49
13075 - Photographer V		37.31
13090 - Technical Order Library Clerk		18.74
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66
14160 - Personal Computer Support Technician		21.25
14170 - System Support Specialist		23.54
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated) 29.46
15020 - Aircrew Training Devices Instructor (Rated) 35.67
15030 - Air Crew Training Devices Instructor (Pilot) 42.73
15050 - Computer Based Training Specialist / Instructor 29.46
15060 - Educational Technologist 29.66
15070 - Flight Instructor (Pilot) 42.73
15080 - Graphic Artist 25.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.73
15086 - Maintenance Test Pilot Rotary Wing 42.73
15088 - Non-Maintenance Test/Co-Pilot 42.73
15090 - Technical Instructor 22.81
15095 - Technical Instructor/Course Developer 27.93
15110 - Test Proctor 18.44
15120 - Tutor 18.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.78
16030 - Counter Attendant 13.78
16040 - Dry Cleaner 16.24
16070 - Finisher Flatwork Machine 13.78
16090 - Presser Hand 13.78
16110 - Presser Machine Drycleaning 13.78
16130 - Presser Machine Shirts 13.78
16160 - Presser Machine Wearing Apparel Laundry 13.78
16190 - Sewing Machine Operator 17.20
16220 - Tailor 17.95
16250 - Washer Machine 14.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.08
19040 - Tool And Die Maker 28.91
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.79
21030 - Material Coordinator 23.14
21040 - Material Expediter 23.14
21050 - Material Handling Laborer 15.77
21071 - Order Filler 14.72
21080 - Production Line Worker (Food Processing) 20.79
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 14.10
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 20.79
21410 - Warehouse Specialist 20.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.30
23019 - Aircraft Logs and Records Technician 24.70
23021 - Aircraft Mechanic I 28.24
23022 - Aircraft Mechanic II 29.30
23023 - Aircraft Mechanic III 30.42
23040 - Aircraft Mechanic Helper 21.81
23050 - Aircraft Painter 27.08

23060 - Aircraft Servicer 24.70
23070 - Aircraft Survival Flight Equipment Technician 27.08
23080 - Aircraft Worker 25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.24
23110 - Appliance Mechanic 25.08
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 32.68
23130 - Carpenter Maintenance 25.17
23140 - Carpet Layer 25.92
23160 - Electrician Maintenance 27.78
23181 - Electronics Technician Maintenance I 24.43
23182 - Electronics Technician Maintenance II 25.42
23183 - Electronics Technician Maintenance III 26.79
23260 - Fabric Worker 23.45
23290 - Fire Alarm System Mechanic 26.10
23310 - Fire Extinguisher Repairer 22.13
23311 - Fuel Distribution System Mechanic 26.10
23312 - Fuel Distribution System Operator 22.06
23370 - General Maintenance Worker 20.22
23380 - Ground Support Equipment Mechanic 28.24
23381 - Ground Support Equipment Servicer 24.70
23382 - Ground Support Equipment Worker 25.94
23391 - Gunsmith I 22.13
23392 - Gunsmith II 24.63
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.82
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.85
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 27.47
23460 - Instrument Mechanic 28.24
23465 - Laboratory/Shelter Mechanic 25.64
23470 - Laborer 15.77
23510 - Locksmith 27.08
23530 - Machinery Maintenance Mechanic 23.73
23550 - Machinist Maintenance 21.91
23580 - Maintenance Trades Helper 18.67
23591 - Metrology Technician I 28.24
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.42
23640 - Millwright 26.10
23710 - Office Appliance Repairer 25.08
23760 - Painter Maintenance 20.74
23790 - Pipefitter Maintenance 28.86
23810 - Plumber Maintenance 25.58
23820 - Pneudraulic Systems Mechanic 26.76

23850 - Rigger 26.76
23870 - Scale Mechanic 24.63
23890 - Sheet-Metal Worker Maintenance 21.57
23910 - Small Engine Mechanic 24.10
23931 - Telecommunications Mechanic I 28.24
23932 - Telecommunications Mechanic II 29.30
23950 - Telephone Lineman 27.01
23960 - Welder Combination Maintenance 22.38
23965 - Well Driller 26.10
23970 - Woodcraft Worker 26.76
23980 - Woodworker 21.93
24000 - Personal Needs Occupations
24550 - Case Manager 17.06
24570 - Child Care Attendant 12.80
24580 - Child Care Center Clerk 15.97
24610 - Chore Aide 13.88
24620 - Family Readiness And Support Services Coordinator 17.06
24630 - Homemaker 18.54
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 25.37
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 20.54
25210 - Water Treatment Plant Operator 25.37
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.36
27007 - Baggage Inspector 16.19
27008 - Corrections Officer 24.16
27010 - Court Security Officer 23.99
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 24.16
27070 - Firefighter 22.98
27101 - Guard I 16.19
27102 - Guard II 18.61
27131 - Police Officer I 26.56
27132 - Police Officer II 29.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.82
28042 - Carnival Equipment Repairer 12.68
28043 - Carnival Worker 11.58
28210 - Gate Attendant/Gate Tender 16.69
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 19.04
28510 - Recreation Aide/Health Facility Attendant 13.89
28515 - Recreation Specialist 19.73
28630 - Sports Official 15.16
28690 - Swimming Pool Operator 20.24
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.43

29020 - Hatch Tender 25.43
29030 - Line Handler 25.43
29041 - Stevedore I 24.22
29042 - Stevedore II 26.50
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 21.24
30052 - Cryogenic Technician II 23.46
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 19.18
30210 - Laboratory Technician 22.33
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 23.06
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 23.46
30390 - Photo-Optics Technician 23.06
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 22.78
30462 - Technical Writer II 27.86
30463 - Technical Writer III 33.73
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 25.54
30502 - Weather Forecaster II 31.07
30620 - Weather Observer Combined Upper Air Or (see 2) 20.75
Surface Programs

30621 - Weather Observer Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		16.74
31030 - Bus Driver		22.28
31043 - Driver Courier		16.96
31260 - Parking and Lot Attendant		15.41
31290 - Shuttle Bus Driver		18.21
31310 - Taxi Driver		17.61
31361 - Truckdriver Light		18.21
31362 - Truckdriver Medium		19.21
31363 - Truckdriver Heavy		23.85
31364 - Truckdriver Tractor-Trailer		23.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.75
99050 - Desk Clerk		14.77
99095 - Embalmer		29.67
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		18.30
99252 - Laboratory Animal Caretaker II		18.89
99260 - Marketing Analyst		26.64
99310 - Mortician		29.67
99410 - Pest Controller		22.73
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		17.91
99711 - Recycling Specialist		20.74
99730 - Refuse Collector		16.51
99810 - Sales Clerk		14.48
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		20.77
99831 - Surveying Aide		13.60
99832 - Surveying Technician		18.63
99840 - Vending Machine Attendant		20.07
99841 - Vending Machine Repairer		23.87
99842 - Vending Machine Repairer Helper		20.07

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4083
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		24.96
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		21.54
01070 - Document Preparation Clerk		18.06
01090 - Duplicating Machine Operator		18.06
01111 - General Clerk I		15.24
01112 - General Clerk II		16.63
01113 - General Clerk III		18.68
01120 - Housing Referral Assistant		21.99
01141 - Messenger Courier		16.59
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.30
01263 - Personnel Assistant (Employment) III		22.63
01270 - Production Control Clerk		25.56
01290 - Rental Clerk		15.69
01300 - Scheduler Maintenance		17.64
01311 - Secretary I		17.64
01312 - Secretary II		19.73
01313 - Secretary III		21.99
01320 - Service Order Dispatcher		19.26
01410 - Supply Technician		31.21
01420 - Survey Worker		20.73
01460 - Switchboard Operator/Receptionist		16.45
01531 - Travel Clerk I		16.66
01532 - Travel Clerk II		17.68
01533 - Travel Clerk III		18.53
01611 - Word Processor I		17.15
01612 - Word Processor II		19.26
01613 - Word Processor III		21.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		23.98
05010 - Automotive Electrician		19.96
05040 - Automotive Glass Installer		19.16
05070 - Automotive Worker		19.16
05110 - Mobile Equipment Servicer		17.57
05130 - Motor Equipment Metal Mechanic		20.77
05160 - Motor Equipment Metal Worker		19.16

05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic Helper	16.73
05250 - Motor Vehicle Upholstery Worker	18.33
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	19.96
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	17.60
05400 - Transmission Repair Specialist	20.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.41
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	18.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29
12100 - Medical Assistant	18.10
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		16.74
12250 - Pharmacy Technician		18.26
12280 - Phlebotomist		18.60
12305 - Radiologic Technologist		34.82
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)		31.44
12320 - Substance Abuse Treatment Counselor		25.72
13000 - Information And Arts Occupations		
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		22.33
14000 - Information Technology Occupations		
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)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.08
14160 - Personal Computer Support Technician 25.50
14170 - System Support Specialist 27.74
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.55
15020 - Aircrew Training Devices Instructor (Rated) 39.40
15030 - Air Crew Training Devices Instructor (Pilot) 47.21
15050 - Computer Based Training Specialist / Instructor 32.55
15060 - Educational Technologist 28.92
15070 - Flight Instructor (Pilot) 47.21
15080 - Graphic Artist 28.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.21
15086 - Maintenance Test Pilot Rotary Wing 47.21
15088 - Non-Maintenance Test/Co-Pilot 47.21
15090 - Technical Instructor 28.80
15095 - Technical Instructor/Course Developer 35.23
15110 - Test Proctor 23.25
15120 - Tutor 23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 25.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.90
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 15.49
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 14.06
21150 - Stock Clerk 18.10

21210 - Tools And Parts Attendant 19.90
21410 - Warehouse Specialist 19.90
23000 - Mechanics And Maintenance And Repair Occupations
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 20.86
23120 - Bicycle Repairer 20.52
23125 - Cable Splicer 45.68
23130 - Carpenter Maintenance 24.37
23140 - Carpet Layer 23.77
23160 - Electrician Maintenance 28.56
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 33.95
23312 - Fuel Distribution System Operator 28.71
23370 - General Maintenance Worker 22.91
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 28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.31
23430 - Heavy Equipment Mechanic 30.05
23440 - Heavy Equipment Operator 30.34
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 29.82
23470 - Laborer 15.49
23510 - Locksmith 26.10
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 23.22

23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker Maintenance	28.08
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	34.75
23932 - Telecommunications Mechanic II	36.06
23950 - Telephone Lineman	41.77
23960 - Welder Combination Maintenance	24.49
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.97
24610 - Chore Aide	14.61
24620 - Family Readiness And Support Services Coordinator	17.05
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83
25210 - Water Treatment Plant Operator	25.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	35.68
27070 - Firefighter	29.05
27101 - Guard I	14.83
27102 - Guard II	16.58
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.81
28042 - Carnival Equipment Repairer	16.60

28043 - Carnival Worker 12.36
28210 - Gate Attendant/Gate Tender 16.50
28310 - Lifeguard 13.06
28350 - Park Attendant (Aide) 18.45
28510 - Recreation Aide/Health Facility Attendant 13.46
28515 - Recreation Specialist 21.61
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 18.10

29000 - Stevedoring/Longshoremen Occupational Services
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

30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
30021 - Archeological Technician I 18.82
30022 - Archeological Technician II 21.05
30023 - Archeological Technician III 26.08
30030 - Cartographic Technician 26.08
30040 - Civil Engineering Technician 26.06
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 31.90
30061 - Drafter/CAD Operator I 18.82
30062 - Drafter/CAD Operator II 21.05
30063 - Drafter/CAD Operator III 23.46
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 29.61
30095 - Evidence Control Specialist 26.08
30210 - Laboratory Technician 23.62
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.90
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 31.90
30390 - Photo-Optics Technician 26.08
30395 - Radiation Control Technician 31.90
30461 - Technical Writer I 27.40
30462 - Technical Writer II 33.52

30463 - Technical Writer III 40.56
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.04
30621 - Weather Observer Senior (see 2) 26.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 15.57
31030 - Bus Driver 19.94
31043 - Driver Courier 16.85
31260 - Parking and Lot Attendant 12.40
31290 - Shuttle Bus Driver 17.73
31310 - Taxi Driver 15.90
31361 - Truckdriver Light 17.73
31362 - Truckdriver Medium 19.15
31363 - Truckdriver Heavy 23.69
31364 - Truckdriver Tractor-Trailer 23.69
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 16.82
99030 - Cashier 12.77
99050 - Desk Clerk 13.95
99095 - Embalmer 37.72
99130 - Flight Follower 28.51
99251 - Laboratory Animal Caretaker I 15.52
99252 - Laboratory Animal Caretaker II 16.30
99260 - Marketing Analyst 32.51
99310 - Mortician 38.43
99410 - Pest Controller 18.00
99510 - Photofinishing Worker 14.98
99710 - Recycling Laborer 21.34
99711 - Recycling Specialist 24.47
99730 - Refuse Collector 19.55
99810 - Sales Clerk 14.26
99820 - School Crossing Guard 16.53
99830 - Survey Party Chief 29.43
99831 - Surveying Aide 21.07
99832 - Surveying Technician 28.08
99840 - Vending Machine Attendant 18.12
99841 - Vending Machine Repairer 20.75
99842 - Vending Machine Repairer Helper 18.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4084
Revision No.: 14
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		29.48
01035 - Court Reporter		24.96
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.63
01060 - Dispatcher Motor Vehicle		21.24
01070 - Document Preparation Clerk		16.42
01090 - Duplicating Machine Operator		16.42
01111 - General Clerk I		14.63
01112 - General Clerk II		15.97
01113 - General Clerk III		17.93
01120 - Housing Referral Assistant		21.22
01141 - Messenger Courier		16.59
01191 - Order Clerk I		16.45
01192 - Order Clerk II		17.95
01261 - Personnel Assistant (Employment) I		16.68
01262 - Personnel Assistant (Employment) II		18.67
01263 - Personnel Assistant (Employment) III		20.81
01270 - Production Control Clerk		25.56
01290 - Rental Clerk		15.65
01300 - Scheduler Maintenance		17.01
01311 - Secretary I		17.01
01312 - Secretary II		19.03
01313 - Secretary III		21.22
01320 - Service Order Dispatcher		18.98
01410 - Supply Technician		29.48
01420 - Survey Worker		20.73
01460 - Switchboard Operator/Receptionist		16.12
01531 - Travel Clerk I		16.32
01532 - Travel Clerk II		17.32
01533 - Travel Clerk III		18.15
01611 - Word Processor I		16.85
01612 - Word Processor II		18.92
01613 - Word Processor III		21.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		23.98
05010 - Automotive Electrician		18.34
05040 - Automotive Glass Installer		17.60
05070 - Automotive Worker		17.60

05110 - Mobile Equipment Servicer 16.15
05130 - Motor Equipment Metal Mechanic 19.09
05160 - Motor Equipment Metal Worker 17.60
05190 - Motor Vehicle Mechanic 19.09
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 17.49
05280 - Motor Vehicle Wrecker 17.60
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.60
05370 - Tire Repairer 16.00
05400 - Transmission Repair Specialist 19.09
07000 - Food Preparation And Service Occupations
07010 - Baker 15.60
07041 - Cook I 16.96
07042 - Cook II 18.49
07070 - Dishwasher 12.12
07130 - Food Service Worker 13.61
07210 - Meat Cutter 20.73
07260 - Waiter/Waitress 12.71
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.45
09040 - Furniture Handler 13.41
09080 - Furniture Refinisher 18.74
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.21
09130 - Upholsterer 17.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.35
11060 - Elevator Operator 13.75
11090 - Gardener 20.01
11122 - Housekeeping Aide 14.04
11150 - Janitor 14.04
11210 - Laborer Grounds Maintenance 16.25
11240 - Maid or Houseman 13.53
11260 - Pruner 14.89
11270 - Tractor Operator 19.05
11330 - Trail Maintenance Worker 16.25
11360 - Window Cleaner 15.00
12000 - Health Occupations
12010 - Ambulance Driver 20.05
12011 - Breath Alcohol Technician 24.95
12012 - Certified Occupational Therapist Assistant 29.41
12015 - Certified Physical Therapist Assistant 31.32
12020 - Dental Assistant 21.99
12025 - Dental Hygienist 39.68
12030 - EKG Technician 37.07
12035 - Electroneurodiagnostic Technologist 37.07
12040 - Emergency Medical Technician 20.05
12071 - Licensed Practical Nurse I 22.30
12072 - Licensed Practical Nurse II 24.95

12073 - Licensed Practical Nurse III 27.82
12100 - Medical Assistant 17.67
12130 - Medical Laboratory Technician 30.70
12160 - Medical Record Clerk 19.60
12190 - Medical Record Technician 24.13
12195 - Medical Transcriptionist 21.46
12210 - Nuclear Medicine Technologist 46.78
12221 - Nursing Assistant I 12.24
12222 - Nursing Assistant II 13.76
12223 - Nursing Assistant III 15.01
12224 - Nursing Assistant IV 16.85
12235 - Optical Dispenser 24.95
12236 - Optical Technician 16.60
12250 - Pharmacy Technician 17.73
12280 - Phlebotomist 18.57
12305 - Radiologic Technologist 33.34
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) 30.91
12320 - Substance Abuse Treatment Counselor 23.38
13000 - Information And Arts Occupations
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 14.73
13054 - Library Information Technology Systems Administrator 29.52
13058 - Library Technician 21.90
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 18.67
13110 - Video Teleconference Technician 21.52
14000 - Information Technology Occupations
14041 - Computer Operator I 17.17
14042 - Computer Operator II 19.21
14043 - Computer Operator III 21.42

14044 - Computer Operator IV		23.80
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	26.24
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.10
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.56
15050 - Computer Based Training Specialist / Instructor		32.10
15060 - Educational Technologist		28.33
15070 - Flight Instructor (Pilot)		46.56
15080 - Graphic Artist		28.68
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		28.80
15095 - Technical Instructor/Course Developer		35.23
15110 - Test Proctor		23.25
15120 - Tutor		23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.94
16030 - Counter Attendant		13.94
16040 - Dry Cleaner		15.92
16070 - Finisher Flatwork Machine		13.94
16090 - Presser Hand		13.94
16110 - Presser Machine Drycleaning		13.94
16130 - Presser Machine Shirts		13.94
16160 - Presser Machine Wearing Apparel Laundry		13.94
16190 - Sewing Machine Operator		16.58
16220 - Tailor		17.24
16250 - Washer Machine		14.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.69
21030 - Material Coordinator		25.56
21040 - Material Expediter		25.56
21050 - Material Handling Laborer		14.66
21071 - Order Filler		14.36
21080 - Production Line Worker (Food Processing)		19.69
21110 - Shipping Packer		18.51

21130 - Shipping/Receiving Clerk 18.51
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.69
21410 - Warehouse Specialist 19.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.23
23019 - Aircraft Logs and Records Technician 29.11
23021 - Aircraft Mechanic I 32.99
23022 - Aircraft Mechanic II 34.23
23023 - Aircraft Mechanic III 35.55
23040 - Aircraft Mechanic Helper 26.58
23050 - Aircraft Painter 31.70
23060 - Aircraft Servicer 29.11
23070 - Aircraft Survival Flight Equipment Technician 31.70
23080 - Aircraft Worker 30.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.99
23110 - Appliance Mechanic 20.86
23120 - Bicycle Repairer 18.65
23125 - Cable Splicer 41.53
23130 - Carpenter Maintenance 24.08
23140 - Carpet Layer 23.77
23160 - Electrician Maintenance 28.56
23181 - Electronics Technician Maintenance I 27.38
23182 - Electronics Technician Maintenance II 28.52
23183 - Electronics Technician Maintenance III 29.70
23260 - Fabric Worker 25.55
23290 - Fire Alarm System Mechanic 23.38
23310 - Fire Extinguisher Repairer 25.25
23311 - Fuel Distribution System Mechanic 30.86
23312 - Fuel Distribution System Operator 26.10
23370 - General Maintenance Worker 22.53
23380 - Ground Support Equipment Mechanic 32.99
23381 - Ground Support Equipment Servicer 29.11
23382 - Ground Support Equipment Worker 30.43
23391 - Gunsmith I 25.25
23392 - Gunsmith II 27.53
23393 - Gunsmith III 29.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.32
23430 - Heavy Equipment Mechanic 29.30
23440 - Heavy Equipment Operator 30.30
23460 - Instrument Mechanic 25.73
23465 - Laboratory/Shelter Mechanic 28.68
23470 - Laborer 14.66

23510 - Locksmith 26.10
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 23.22
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 25.73
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 29.85
23710 - Office Appliance Repairer 23.29
23760 - Painter Maintenance 22.18
23790 - Pipefitter Maintenance 27.53
23810 - Plumber Maintenance 26.45
23820 - Pneudraulic Systems Mechanic 29.85
23850 - Rigger 27.36
23870 - Scale Mechanic 27.53
23890 - Sheet-Metal Worker Maintenance 28.08
23910 - Small Engine Mechanic 18.65
23931 - Telecommunications Mechanic I 34.75
23932 - Telecommunications Mechanic II 36.06
23950 - Telephone Lineman 40.50
23960 - Welder Combination Maintenance 23.48
23965 - Well Driller 29.85
23970 - Woodcraft Worker 29.85
23980 - Woodworker 25.25
24000 - Personal Needs Occupations
24550 - Case Manager 16.69
24570 - Child Care Attendant 12.48
24580 - Child Care Center Clerk 15.57
24610 - Chore Aide 13.28
24620 - Family Readiness And Support Services Coordinator 16.69
24630 - Homemaker 16.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 25.22
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 22.12
25210 - Water Treatment Plant Operator 25.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.33
27007 - Baggage Inspector 14.10
27008 - Corrections Officer 33.30
27010 - Court Security Officer 30.70
27030 - Detection Dog Handler 15.92
27040 - Detention Officer 33.30
27070 - Firefighter 28.10
27101 - Guard I 14.10
27102 - Guard II 15.92
27131 - Police Officer I 27.86
27132 - Police Officer II 30.96

28000 - Recreation Occupations
  28041 - Carnival Equipment Operator 15.32
  28042 - Carnival Equipment Repairer 16.09
  28043 - Carnival Worker 11.98
  28210 - Gate Attendant/Gate Tender 16.21
  28310 - Lifeguard 12.24
  28350 - Park Attendant (Aide) 18.14
  28510 - Recreation Aide/Health Facility Attendant 13.23
  28515 - Recreation Specialist 19.65
  28630 - Sports Official 14.44
  28690 - Swimming Pool Operator 17.54
29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 27.53
  29020 - Hatch Tender 27.53
  29030 - Line Handler 27.53
  29041 - Stevedore I 26.34
  29042 - Stevedore II 28.68
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
  30021 - Archeological Technician I 18.09
  30022 - Archeological Technician II 20.24
  30023 - Archeological Technician III 25.08
  30030 - Cartographic Technician 25.08
  30040 - Civil Engineering Technician 26.00
  30051 - Cryogenic Technician I 27.54
  30052 - Cryogenic Technician II 30.41
  30061 - Drafter/CAD Operator I 18.09
  30062 - Drafter/CAD Operator II 20.24
  30063 - Drafter/CAD Operator III 23.42
  30064 - Drafter/CAD Operator IV 27.76
  30081 - Engineering Technician I 17.19
  30082 - Engineering Technician II 19.30
  30083 - Engineering Technician III 21.59
  30084 - Engineering Technician IV 26.75
  30085 - Engineering Technician V 32.72
  30086 - Engineering Technician VI 39.58
  30090 - Environmental Technician 26.92
  30095 - Evidence Control Specialist 24.86
  30210 - Laboratory Technician 22.85
  30221 - Latent Fingerprint Technician I 27.54
  30222 - Latent Fingerprint Technician II 30.41
  30240 - Mathematical Technician 25.14
  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 30.41
  30390 - Photo-Optics Technician 25.14

30395 - Radiation Control Technician 30.41
30461 - Technical Writer I 26.64
30462 - Technical Writer II 32.58
30463 - Technical Writer III 39.41
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 27.54
30502 - Weather Forecaster II 33.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.04
30621 - Weather Observer Senior (see 2) 25.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 15.57
31030 - Bus Driver 19.94
31043 - Driver Courier 15.32
31260 - Parking and Lot Attendant 11.75
31290 - Shuttle Bus Driver 16.12
31310 - Taxi Driver 14.45
31361 - Truckdriver Light 16.12
31362 - Truckdriver Medium 18.40
31363 - Truckdriver Heavy 22.79
31364 - Truckdriver Tractor-Trailer 23.16
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 16.65
99030 - Cashier 12.13
99050 - Desk Clerk 12.68
99095 - Embalmer 37.72
99130 - Flight Follower 28.23
99251 - Laboratory Animal Caretaker I 14.11
99252 - Laboratory Animal Caretaker II 14.82
99260 - Marketing Analyst 32.51
99310 - Mortician 38.43
99410 - Pest Controller 18.00
99510 - Photofinishing Worker 14.83
99710 - Recycling Laborer 21.34
99711 - Recycling Specialist 23.93
99730 - Refuse Collector 19.55
99810 - Sales Clerk 13.00
99820 - School Crossing Guard 15.84
99830 - Survey Party Chief 26.76
99831 - Surveying Aide 19.16
99832 - Surveying Technician 25.53
99840 - Vending Machine Attendant 17.45
99841 - Vending Machine Repairer 19.80
99842 - Vending Machine Repairer Helper 17.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the

""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage

rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4085
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to Bellingham town in Norfolk County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		24.96
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		21.54
01070 - Document Preparation Clerk		18.06
01090 - Duplicating Machine Operator		18.06
01111 - General Clerk I		15.24
01112 - General Clerk II		16.63

01113 - General Clerk III 18.68
01120 - Housing Referral Assistant 21.99
01141 - Messenger Courier 16.59
01191 - Order Clerk I 16.74
01192 - Order Clerk II 18.27
01261 - Personnel Assistant (Employment) I 18.15
01262 - Personnel Assistant (Employment) II 20.30
01263 - Personnel Assistant (Employment) III 22.63
01270 - Production Control Clerk 25.56
01290 - Rental Clerk 15.69
01300 - Scheduler Maintenance 17.64
01311 - Secretary I 17.64
01312 - Secretary II 19.73
01313 - Secretary III 21.99
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 31.21
01420 - Survey Worker 20.73
01460 - Switchboard Operator/Receptionist 16.45
01531 - Travel Clerk I 16.66
01532 - Travel Clerk II 17.68
01533 - Travel Clerk III 18.53
01611 - Word Processor I 17.15
01612 - Word Processor II 19.26
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.98
05010 - Automotive Electrician 19.96
05040 - Automotive Glass Installer 19.16
05070 - Automotive Worker 19.16
05110 - Mobile Equipment Servicer 17.57
05130 - Motor Equipment Metal Mechanic 20.77
05160 - Motor Equipment Metal Worker 19.16
05190 - Motor Vehicle Mechanic 20.77
05220 - Motor Vehicle Mechanic Helper 16.73
05250 - Motor Vehicle Upholstery Worker 18.33
05280 - Motor Vehicle Wrecker 19.16
05310 - Painter Automotive 19.96
05340 - Radiator Repair Specialist 19.16
05370 - Tire Repairer 17.80
05400 - Transmission Repair Specialist 20.77
07000 - Food Preparation And Service Occupations
07010 - Baker 15.88
07041 - Cook I 17.69
07042 - Cook II 19.29
07070 - Dishwasher 12.77
07130 - Food Service Worker 14.42
07210 - Meat Cutter 20.73
07260 - Waiter/Waitress 12.77
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.39

09040 - Furniture Handler 13.57
09080 - Furniture Refinisher 18.74
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.21
09130 - Upholsterer 19.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 14.48
11090 - Gardener 21.14
11122 - Housekeeping Aide 14.48
11150 - Janitor 14.48
11210 - Laborer Grounds Maintenance 17.17
11240 - Maid or Houseman 14.58
11260 - Pruner 15.74
11270 - Tractor Operator 20.13
11330 - Trail Maintenance Worker 17.17
11360 - Window Cleaner 15.80
12000 - Health Occupations
12010 - Ambulance Driver 20.05
12011 - Breath Alcohol Technician 25.38
12012 - Certified Occupational Therapist Assistant 29.63
12015 - Certified Physical Therapist Assistant 31.81
12020 - Dental Assistant 23.21
12025 - Dental Hygienist 39.68
12030 - EKG Technician 40.78
12035 - Electroneurodiagnostic Technologist 40.78
12040 - Emergency Medical Technician 20.05
12071 - Licensed Practical Nurse I 22.70
12072 - Licensed Practical Nurse II 25.38
12073 - Licensed Practical Nurse III 28.29
12100 - Medical Assistant 18.10
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 17.96
12250 - Pharmacy Technician 18.26
12280 - Phlebotomist 18.60
12305 - Radiologic Technologist 34.82
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)		31.44
12320 - Substance Abuse Treatment Counselor		25.72
13000 - Information And Arts Occupations		
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		22.74
14000 - Information Technology Occupations		
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)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.08
14160 - Personal Computer Support Technician		25.05
14170 - System Support Specialist		27.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.55
15020 - Aircrew Training Devices Instructor (Rated)		39.40
15030 - Air Crew Training Devices Instructor (Pilot)		47.21
15050 - Computer Based Training Specialist / Instructor		32.55
15060 - Educational Technologist		28.92
15070 - Flight Instructor (Pilot)		47.21
15080 - Graphic Artist		33.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.21

15086 - Maintenance Test Pilot Rotary Wing 47.21
15088 - Non-Maintenance Test/Co-Pilot 47.21
15090 - Technical Instructor 28.80
15095 - Technical Instructor/Course Developer 34.64
15110 - Test Proctor 23.25
15120 - Tutor 23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 25.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.90
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 15.49
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 14.06
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.90
21410 - Warehouse Specialist 19.90
23000 - Mechanics And Maintenance And Repair Occupations
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 21.48

23120 - Bicycle Repairer	23.45
23125 - Cable Splicer	45.68
23130 - Carpenter Maintenance	24.37
23140 - Carpet Layer	23.77
23160 - Electrician Maintenance	28.56
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	34.25
23312 - Fuel Distribution System Operator	29.00
23370 - General Maintenance Worker	22.91
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	28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.31
23430 - Heavy Equipment Mechanic	30.05
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	29.82
23470 - Laborer	15.49
23510 - Locksmith	26.10
23530 - Machinery Maintenance Mechanic	24.69
23550 - Machinist Maintenance	23.22
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker Maintenance	28.08
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	34.74
23932 - Telecommunications Mechanic II	36.06
23950 - Telephone Lineman	41.77
23960 - Welder Combination Maintenance	24.49

23965 - Well Driller		31.04
23970 - Woodcraft Worker		31.04
23980 - Woodworker		26.26
24000 - Personal Needs Occupations		
24550 - Case Manager		17.05
24570 - Child Care Attendant		12.81
24580 - Child Care Center Clerk		15.97
24610 - Chore Aide		14.61
24620 - Family Readiness And Support Services Coordinator		17.05
24630 - Homemaker		17.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.33
25040 - Sewage Plant Operator		25.44
25070 - Stationary Engineer		28.33
25190 - Ventilation Equipment Tender		22.83
25210 - Water Treatment Plant Operator		25.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.08
27007 - Baggage Inspector		14.83
27008 - Corrections Officer		35.68
27010 - Court Security Officer		32.37
27030 - Detection Dog Handler		16.58
27040 - Detention Officer		35.68
27070 - Firefighter		29.05
27101 - Guard I		14.83
27102 - Guard II		16.58
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.81
28042 - Carnival Equipment Repairer		16.60
28043 - Carnival Worker		12.36
28210 - Gate Attendant/Gate Tender		16.50
28310 - Lifeguard		13.06
28350 - Park Attendant (Aide)		18.45
28510 - Recreation Aide/Health Facility Attendant		13.46
28515 - Recreation Specialist		22.86
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06

30021 - Archeological Technician I		20.28
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.06
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		20.28
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.46
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		17.19
30082 - Engineering Technician II		19.30
30083 - Engineering Technician III		21.59
30084 - Engineering Technician IV		26.75
30085 - Engineering Technician V		32.72
30086 - Engineering Technician VI		39.58
30090 - Environmental Technician		29.41
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		24.71
30221 - Latent Fingerprint Technician I		28.88
30222 - Latent Fingerprint Technician II		31.90
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		31.90
30390 - Photo-Optics Technician		26.08
30395 - Radiation Control Technician		31.90
30461 - Technical Writer I		27.40
30462 - Technical Writer II		33.52
30463 - Technical Writer III		40.56
30491 - Unexploded Ordnance (UXO) Technician I		28.51
30492 - Unexploded Ordnance (UXO) Technician II		34.49
30493 - Unexploded Ordnance (UXO) Technician III		41.34
30494 - Unexploded (UXO) Safety Escort		28.51
30495 - Unexploded (UXO) Sweep Personnel		28.51
30501 - Weather Forecaster I		28.88
30502 - Weather Forecaster II		35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.46
30621 - Weather Observer Senior	(see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.49
31020 - Bus Aide		15.53
31030 - Bus Driver		19.94
31043 - Driver Courier		16.85
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		17.70

31310 - Taxi Driver	15.90
31361 - Truckdriver Light	17.70
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	30.74
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	15.52
99252 - Laboratory Animal Caretaker II	16.30
99260 - Marketing Analyst	32.51
99310 - Mortician	30.74
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.87
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	29.10
99831 - Surveying Aide	22.77
99832 - Surveying Technician	28.08
99840 - Vending Machine Attendant	17.59
99841 - Vending Machine Repairer	20.14
99842 - Vending Machine Repairer Helper	17.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4086
Revision No.: 15
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to Bellingham town in Norfolk County

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		29.48
01035 - Court Reporter		24.96
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.63
01060 - Dispatcher Motor Vehicle		21.24
01070 - Document Preparation Clerk		16.42

01090 - Duplicating Machine Operator 16.42
01111 - General Clerk I 14.63
01112 - General Clerk II 15.97
01113 - General Clerk III 17.93
01120 - Housing Referral Assistant 21.91
01141 - Messenger Courier 16.59
01191 - Order Clerk I 16.45
01192 - Order Clerk II 17.95
01261 - Personnel Assistant (Employment) I 16.68
01262 - Personnel Assistant (Employment) II 18.67
01263 - Personnel Assistant (Employment) III 20.81
01270 - Production Control Clerk 25.56
01290 - Rental Clerk 15.28
01300 - Scheduler Maintenance 17.57
01311 - Secretary I 17.57
01312 - Secretary II 19.65
01313 - Secretary III 21.91
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 29.48
01420 - Survey Worker 20.73
01460 - Switchboard Operator/Receptionist 16.12
01531 - Travel Clerk I 16.32
01532 - Travel Clerk II 17.32
01533 - Travel Clerk III 18.15
01611 - Word Processor I 16.85
01612 - Word Processor II 18.92
01613 - Word Processor III 21.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.98
05010 - Automotive Electrician 18.34
05040 - Automotive Glass Installer 17.60
05070 - Automotive Worker 17.60
05110 - Mobile Equipment Servicer 16.15
05130 - Motor Equipment Metal Mechanic 19.09
05160 - Motor Equipment Metal Worker 17.60
05190 - Motor Vehicle Mechanic 19.09
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 16.83
05280 - Motor Vehicle Wrecker 17.60
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.60
05370 - Tire Repairer 16.19
05400 - Transmission Repair Specialist 19.09
07000 - Food Preparation And Service Occupations
07010 - Baker 15.60
07041 - Cook I 16.96
07042 - Cook II 18.49
07070 - Dishwasher 12.12
07130 - Food Service Worker 13.61
07210 - Meat Cutter 20.73

07260 - Waiter/Waitress	12.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.10
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.35
11060 - Elevator Operator	13.75
11090 - Gardener	20.01
11122 - Housekeeping Aide	13.75
11150 - Janitor	13.75
11210 - Laborer Grounds Maintenance	16.25
11240 - Maid or Houseman	13.53
11260 - Pruner	14.89
11270 - Tractor Operator	19.05
11330 - Trail Maintenance Worker	16.25
11360 - Window Cleaner	15.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational Therapist Assistant	29.41
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	21.99
12025 - Dental Hygienist	39.68
12030 - EKG Technician	37.07
12035 - Electroneurodiagnostic Technologist	37.07
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.30
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.82
12100 - Medical Assistant	17.67
12130 - Medical Laboratory Technician	30.70
12160 - Medical Record Clerk	19.60
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	46.78
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	24.95
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	17.73
12280 - Phlebotomist	18.57
12305 - Radiologic Technologist	33.34
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)		30.91
12320 - Substance Abuse Treatment Counselor		23.38
13000 - Information And Arts Occupations		
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		14.73
13054 - Library Information Technology Systems Administrator		29.52
13058 - Library Technician		21.90
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		18.67
13110 - Video Teleconference Technician		22.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.42
14044 - Computer Operator IV		23.80
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.80
14170 - System Support Specialist		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.10
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.56
15050 - Computer Based Training Specialist / Instructor		32.10
15060 - Educational Technologist		28.33

15070 - Flight Instructor (Pilot) 46.56
15080 - Graphic Artist 33.41
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 28.80
15095 - Technical Instructor/Course Developer 34.64
15110 - Test Proctor 23.25
15120 - Tutor 23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.94
16030 - Counter Attendant 13.94
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.94
16090 - Presser Hand 13.94
16110 - Presser Machine Drycleaning 13.94
16130 - Presser Machine Shirts 13.94
16160 - Presser Machine Wearing Apparel Laundry 13.94
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.24
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 25.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.69
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 14.66
21071 - Order Filler 14.36
21080 - Production Line Worker (Food Processing) 19.69
21110 - Shipping Packer 18.51
21130 - Shipping/Receiving Clerk 18.51
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.69
21410 - Warehouse Specialist 19.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.23
23019 - Aircraft Logs and Records Technician 27.65
23021 - Aircraft Mechanic I 32.99
23022 - Aircraft Mechanic II 34.23
23023 - Aircraft Mechanic III 35.55
23040 - Aircraft Mechanic Helper 26.46
23050 - Aircraft Painter 30.47
23060 - Aircraft Servicer 27.65
23070 - Aircraft Survival Flight Equipment Technician 30.47
23080 - Aircraft Worker 29.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.08

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.99
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 41.53
23130 - Carpenter Maintenance 24.08
23140 - Carpet Layer 23.77
23160 - Electrician Maintenance 28.56
23181 - Electronics Technician Maintenance I 27.35
23182 - Electronics Technician Maintenance II 28.50
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 25.27
23290 - Fire Alarm System Mechanic 23.38
23310 - Fire Extinguisher Repairer 25.25
23311 - Fuel Distribution System Mechanic 31.14
23312 - Fuel Distribution System Operator 26.36
23370 - General Maintenance Worker 22.53
23380 - Ground Support Equipment Mechanic 32.99
23381 - Ground Support Equipment Servicer 27.65
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.25
23392 - Gunsmith II 27.53
23393 - Gunsmith III 29.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.32
23430 - Heavy Equipment Mechanic 29.30
23440 - Heavy Equipment Operator 30.30
23460 - Instrument Mechanic 25.73
23465 - Laboratory/Shelter Mechanic 28.68
23470 - Laborer 14.66
23510 - Locksmith 26.10
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 23.22
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 25.73
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 29.85
23710 - Office Appliance Repairer 23.29
23760 - Painter Maintenance 22.18
23790 - Pipefitter Maintenance 27.53
23810 - Plumber Maintenance 26.45
23820 - Pneudraulic Systems Mechanic 29.85
23850 - Rigger 27.71
23870 - Scale Mechanic 27.53
23890 - Sheet-Metal Worker Maintenance 28.08
23910 - Small Engine Mechanic 19.07
23931 - Telecommunications Mechanic I 34.74

23932 - Telecommunications Mechanic II 36.06
23950 - Telephone Lineman 40.50
23960 - Welder Combination Maintenance 23.48
23965 - Well Driller 29.85
23970 - Woodcraft Worker 29.85
23980 - Woodworker 25.25
24000 - Personal Needs Occupations
24550 - Case Manager 16.69
24570 - Child Care Attendant 12.48
24580 - Child Care Center Clerk 15.57
24610 - Chore Aide 13.28
24620 - Family Readiness And Support Services Coordinator 16.69
24630 - Homemaker 16.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 25.22
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 22.12
25210 - Water Treatment Plant Operator 25.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.33
27007 - Baggage Inspector 14.10
27008 - Corrections Officer 33.30
27010 - Court Security Officer 30.87
27030 - Detection Dog Handler 16.33
27040 - Detention Officer 33.30
27070 - Firefighter 28.10
27101 - Guard I 14.10
27102 - Guard II 16.33
27131 - Police Officer I 27.86
27132 - Police Officer II 30.96
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.32
28042 - Carnival Equipment Repairer 16.09
28043 - Carnival Worker 11.98
28210 - Gate Attendant/Gate Tender 16.21
28310 - Lifeguard 12.24
28350 - Park Attendant (Aide) 18.14
28510 - Recreation Aide/Health Facility Attendant 13.23
28515 - Recreation Specialist 22.47
28630 - Sports Official 14.44
28690 - Swimming Pool Operator 19.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.53
29020 - Hatch Tender 27.53
29030 - Line Handler 27.53
29041 - Stevedore I 26.34
29042 - Stevedore II 28.68
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 20.29
30023 - Archeological Technician III 25.07
30030 - Cartographic Technician 25.14
30040 - Civil Engineering Technician 26.00
30051 - Cryogenic Technician I 27.54
30052 - Cryogenic Technician II 30.41
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 20.29
30063 - Drafter/CAD Operator III 22.63
30064 - Drafter/CAD Operator IV 27.75
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 26.74
30095 - Evidence Control Specialist 24.86
30210 - Laboratory Technician 24.71
30221 - Latent Fingerprint Technician I 27.54
30222 - Latent Fingerprint Technician II 30.41
30240 - Mathematical Technician 25.14
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 30.41
30390 - Photo-Optics Technician 25.14
30395 - Radiation Control Technician 30.41
30461 - Technical Writer I 26.64
30462 - Technical Writer II 32.58
30463 - Technical Writer III 39.41
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 27.54
30502 - Weather Forecaster II 33.49
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.63
30621 - Weather Observer Senior (see 2) 25.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 15.53
31030 - Bus Driver 19.94

31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	14.45
31361 - Truckdriver Light	16.09
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.13
99050 - Desk Clerk	12.68
99095 - Embalmer	30.74
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	14.11
99252 - Laboratory Animal Caretaker II	14.82
99260 - Marketing Analyst	32.51
99310 - Mortician	30.74
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	20.40
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.55
99810 - Sales Clerk	13.00
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	26.46
99831 - Surveying Aide	20.70
99832 - Surveying Technician	25.53
99840 - Vending Machine Attendant	15.99
99841 - Vending Machine Repairer	18.31
99842 - Vending Machine Repairer Helper	15.99

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4087
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in BRISTOL COUNTY: Fall River Somerset Swansea Westport

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		27.78
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		21.54
01070 - Document Preparation Clerk		18.06
01090 - Duplicating Machine Operator		18.06
01111 - General Clerk I		15.24

01112 - General Clerk II 16.63
01113 - General Clerk III 18.68
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.59
01191 - Order Clerk I 16.74
01192 - Order Clerk II 18.27
01261 - Personnel Assistant (Employment) I 18.15
01262 - Personnel Assistant (Employment) II 20.30
01263 - Personnel Assistant (Employment) III 22.63
01270 - Production Control Clerk 25.56
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 31.21
01420 - Survey Worker 20.73
01460 - Switchboard Operator/Receptionist 16.45
01531 - Travel Clerk I 16.66
01532 - Travel Clerk II 17.68
01533 - Travel Clerk III 18.53
01611 - Word Processor I 17.15
01612 - Word Processor II 19.26
01613 - Word Processor III 21.54
05000 - Automotive Service Occupations
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 17.77
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.88
07041 - Cook I 17.69
07042 - Cook II 19.29
07070 - Dishwasher 12.77
07130 - Food Service Worker 14.42
07210 - Meat Cutter 20.73
07260 - Waiter/Waitress 12.77
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.39
09040 - Furniture Handler 13.41
09080 - Furniture Refinisher 18.74
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.21
09130 - Upholsterer 19.40
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 14.48
11090 - Gardener 21.14
11122 - Housekeeping Aide 14.48
11150 - Janitor 14.48
11210 - Laborer Grounds Maintenance 17.17
11240 - Maid or Houseman 14.58
11260 - Pruner 15.74
11270 - Tractor Operator 20.13
11330 - Trail Maintenance Worker 17.17
11360 - Window Cleaner 15.80
12000 - Health Occupations
12010 - Ambulance Driver 20.41
12011 - Breath Alcohol Technician 25.38
12012 - Certified Occupational Therapist Assistant 29.63
12015 - Certified Physical Therapist Assistant 31.81
12020 - Dental Assistant 23.21
12025 - Dental Hygienist 41.58
12030 - EKG Technician 40.78
12035 - Electroneurodiagnostic Technologist 40.78
12040 - Emergency Medical Technician 20.41
12071 - Licensed Practical Nurse I 22.70
12072 - Licensed Practical Nurse II 25.38
12073 - Licensed Practical Nurse III 28.29
12100 - Medical Assistant 18.10
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 34.82
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)		31.44
12320 - Substance Abuse Treatment Counselor		25.72
13000 - Information And Arts Occupations		
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		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		28.19
15000 - Instructional Occupations		
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 47.21
15086 - Maintenance Test Pilot Rotary Wing 47.21
15088 - Non-Maintenance Test/Co-Pilot 47.21
15090 - Technical Instructor 29.14
15095 - Technical Instructor/Course Developer 35.64
15110 - Test Proctor 23.52
15120 - Tutor 23.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.90
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 15.49
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 14.06
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.90
21410 - Warehouse Specialist 19.90
23000 - Mechanics And Maintenance And Repair Occupations
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 24.24
23120 - Bicycle Repairer 22.74
23125 - Cable Splicer 45.68
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 26.29
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 29.83
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 28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.31
23430 - Heavy Equipment Mechanic 30.05
23440 - Heavy Equipment Operator 30.34
23460 - Instrument Mechanic 29.59
23465 - Laboratory/Shelter Mechanic 29.82
23470 - Laborer 15.49
23510 - Locksmith 26.38
23530 - Machinery Maintenance Mechanic 25.30
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.59
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 28.78
23810 - Plumber Maintenance 27.65
23820 - Pneudraulic Systems Mechanic 31.04
23850 - Rigger 28.05
23870 - Scale Mechanic 28.63
23890 - Sheet-Metal Worker Maintenance 28.08
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		25.30
23965 - Well Driller		31.04
23970 - Woodcraft Worker		31.04
23980 - Woodworker		26.26
24000 - Personal Needs Occupations		
24550 - Case Manager		17.05
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		17.05
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.33
25040 - Sewage Plant Operator		25.44
25070 - Stationary Engineer		28.33
25190 - Ventilation Equipment Tender		22.83
25210 - Water Treatment Plant Operator		25.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.08
27007 - Baggage Inspector		15.85
27008 - Corrections Officer		35.68
27010 - Court Security Officer		32.37
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		35.68
27070 - Firefighter		29.05
27101 - Guard I		15.85
27102 - Guard II		18.95
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.81
28042 - Carnival Equipment Repairer		16.60
28043 - Carnival Worker		12.36
28210 - Gate Attendant/Gate Tender		16.50
28310 - Lifeguard		13.06
28350 - Park Attendant (Aide)		18.45
28510 - Recreation Aide/Health Facility Attendant		13.58
28515 - Recreation Specialist		22.86
28630 - Sports Official		14.69
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 28.88
30052 - Cryogenic Technician II 31.90
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 39.58
30090 - Environmental Technician 29.95
30095 - Evidence Control Specialist 26.08
30210 - Laboratory Technician 23.62
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.90
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 31.90
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 31.90
30461 - Technical Writer I 27.40
30462 - Technical Writer II 33.52
30463 - Technical Writer III 40.56
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 15.53
31030 - Bus Driver 19.94
31043 - Driver Courier 17.37
31260 - Parking and Lot Attendant 12.40

31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	15.90
31361 - Truckdriver Light	18.36
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	13.95
99095 - Embalmer	36.23
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	17.67
99252 - Laboratory Animal Caretaker II	18.95
99260 - Marketing Analyst	32.51
99310 - Mortician	36.23
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	21.34
99711 - Recycling Specialist	25.01
99730 - Refuse Collector	19.55
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	31.06
99831 - Surveying Aide	22.10
99832 - Surveying Technician	28.24
99840 - Vending Machine Attendant	18.12
99841 - Vending Machine Repairer	20.75
99842 - Vending Machine Repairer Helper	18.12

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4088
Revision No.: 15
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination is applicable to the following cities and towns in BRISTOL COUNTY: Fall River Somerset Swansea Westport

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		29.48
01035 - Court Reporter		27.78
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.63
01060 - Dispatcher Motor Vehicle		21.24

01070 - Document Preparation Clerk 16.42
01090 - Duplicating Machine Operator 16.42
01111 - General Clerk I 14.66
01112 - General Clerk II 16.00
01113 - General Clerk III 18.17
01120 - Housing Referral Assistant 23.44
01141 - Messenger Courier 16.59
01191 - Order Clerk I 16.45
01192 - Order Clerk II 17.95
01261 - Personnel Assistant (Employment) I 17.41
01262 - Personnel Assistant (Employment) II 19.48
01263 - Personnel Assistant (Employment) III 21.71
01270 - Production Control Clerk 25.56
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 29.48
01420 - Survey Worker 20.73
01460 - Switchboard Operator/Receptionist 16.12
01531 - Travel Clerk I 16.32
01532 - Travel Clerk II 17.32
01533 - Travel Clerk III 18.15
01611 - Word Processor I 16.85
01612 - Word Processor II 18.92
01613 - Word Processor III 21.17
05000 - Automotive Service Occupations
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 16.15
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.60
07041 - Cook I 16.85
07042 - Cook II 18.44
07070 - Dishwasher 12.12
07130 - Food Service Worker 13.61

07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.66
09040 - Furniture Handler	13.41
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.35
11060 - Elevator Operator	13.75
11090 - Gardener	20.01
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer Grounds Maintenance	16.25
11240 - Maid or Houseman	13.53
11260 - Pruner	14.89
11270 - Tractor Operator	19.05
11330 - Trail Maintenance Worker	16.25
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational Therapist Assistant	29.53
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	21.99
12025 - Dental Hygienist	41.58
12030 - EKG Technician	37.07
12035 - Electroneurodiagnostic Technologist	37.07
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	22.30
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.82
12100 - Medical Assistant	17.67
12130 - Medical Laboratory Technician	29.13
12160 - Medical Record Clerk	19.60
12190 - Medical Record Technician	24.13
12195 - Medical Transcriptionist	21.46
12210 - Nuclear Medicine Technologist	46.78
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.01
12224 - Nursing Assistant IV	16.85
12235 - Optical Dispenser	24.95
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	18.57
12305 - Radiologic Technologist	33.34
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)		30.91
12320 - Substance Abuse Treatment Counselor		23.38
13000 - Information And Arts Occupations		
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		28.03
13058 - Library Technician		21.90
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		18.67
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		28.19
15000 - Instructional Occupations		
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 46.56
15086 - Maintenance Test Pilot Rotary Wing 46.56
15088 - Non-Maintenance Test/Co-Pilot 46.56
15090 - Technical Instructor 29.14
15095 - Technical Instructor/Course Developer 35.64
15110 - Test Proctor 23.52
15120 - Tutor 23.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.94
16030 - Counter Attendant 13.94
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.94
16090 - Presser Hand 13.94
16110 - Presser Machine Drycleaning 13.94
16130 - Presser Machine Shirts 13.94
16160 - Presser Machine Wearing Apparel Laundry 13.94
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.24
16250 - Washer Machine 14.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.72
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.69
21030 - Material Coordinator 25.56
21040 - Material Expediter 25.56
21050 - Material Handling Laborer 14.66
21071 - Order Filler 16.53
21080 - Production Line Worker (Food Processing) 19.69
21110 - Shipping Packer 19.08
21130 - Shipping/Receiving Clerk 19.08
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.69
21410 - Warehouse Specialist 19.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.29
23019 - Aircraft Logs and Records Technician 29.11
23021 - Aircraft Mechanic I 34.00
23022 - Aircraft Mechanic II 35.29
23023 - Aircraft Mechanic III 36.64
23040 - Aircraft Mechanic Helper 26.58
23050 - Aircraft Painter 31.70
23060 - Aircraft Servicer 29.11
23070 - Aircraft Survival Flight Equipment Technician 31.70
23080 - Aircraft Worker 30.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 30.43

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.00
II
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 20.67
23125 - Cable Splicer 41.53
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 26.29
23160 - Electrician Maintenance 32.18
23181 - Electronics Technician Maintenance I 28.13
23182 - Electronics Technician Maintenance II 29.30
23183 - Electronics Technician Maintenance III 30.50
23260 - Fabric Worker 26.34
23290 - Fire Alarm System Mechanic 24.63
23310 - Fire Extinguisher Repairer 25.25
23311 - Fuel Distribution System Mechanic 34.22
23312 - Fuel Distribution System Operator 27.12
23370 - General Maintenance Worker 25.32
23380 - Ground Support Equipment Mechanic 34.00
23381 - Ground Support Equipment Servicer 29.11
23382 - Ground Support Equipment Worker 30.43
23391 - Gunsmith I 25.25
23392 - Gunsmith II 27.53
23393 - Gunsmith III 29.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.32
23430 - Heavy Equipment Mechanic 29.30
23440 - Heavy Equipment Operator 30.30
23460 - Instrument Mechanic 26.90
23465 - Laboratory/Shelter Mechanic 28.68
23470 - Laborer 15.05
23510 - Locksmith 26.38
23530 - Machinery Maintenance Mechanic 25.30
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 26.90
23592 - Metrology Technician II 29.16
23593 - Metrology Technician III 30.37
23640 - Millwright 29.85
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 28.03
23810 - Plumber Maintenance 26.86
23820 - Pneudraulic Systems Mechanic 29.85
23850 - Rigger 27.71
23870 - Scale Mechanic 27.53
23890 - Sheet-Metal Worker Maintenance 28.08
23910 - Small Engine Mechanic 23.18

23931 - Telecommunications Mechanic I	35.01
23932 - Telecommunications Mechanic II	36.33
23950 - Telephone Lineman	40.50
23960 - Welder Combination Maintenance	25.30
23965 - Well Driller	29.85
23970 - Woodcraft Worker	29.85
23980 - Woodworker	25.25
24000 - Personal Needs Occupations	
24550 - Case Manager	16.69
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.28
24620 - Family Readiness And Support Services Coordinator	16.69
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	25.22
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	22.12
25210 - Water Treatment Plant Operator	25.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.33
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	33.30
27010 - Court Security Officer	31.20
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	33.30
27070 - Firefighter	28.10
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	27.86
27132 - Police Officer II	30.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.32
28042 - Carnival Equipment Repairer	16.09
28043 - Carnival Worker	11.98
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	18.14
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.53
29020 - Hatch Tender	27.53
29030 - Line Handler	27.53
29041 - Stevedore I	26.34
29042 - Stevedore II	28.68

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		27.54
30052 - Cryogenic Technician II		30.41
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		24.86
30210 - Laboratory Technician		23.40
30221 - Latent Fingerprint Technician I		27.54
30222 - Latent Fingerprint Technician II		30.41
30240 - Mathematical Technician		29.20
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		30.41
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		30.41
30461 - Technical Writer I		26.64
30462 - Technical Writer II		32.58
30463 - Technical Writer III		39.41
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.53

31030 - Bus Driver	19.94
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	11.75
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	14.45
31361 - Truckdriver Light	16.93
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.13
99050 - Desk Clerk	12.68
99095 - Embalmer	36.23
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	16.06
99252 - Laboratory Animal Caretaker II	17.23
99260 - Marketing Analyst	32.51
99310 - Mortician	36.23
99410 - Pest Controller	18.00
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	21.34
99711 - Recycling Specialist	25.01
99730 - Refuse Collector	19.55
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	28.23
99831 - Surveying Aide	20.09
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	17.15
99841 - Vending Machine Repairer	20.28
99842 - Vending Machine Repairer Helper	17.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4089
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in RHODE ISLAND:

BRISTOL COUNTY: Barrington Bristol Warren

KENT COUNTY: Coventry East Greenwich Warwick West Greenwich West Warwick

NEWPORT COUNTY: Jamestown Little Compton Middletown Newport Portsmouth Tiverton

PROVIDENCE COUNTY: Cranston East Providence Foster Gloucester Johnston North Providence Scituate

WASHINGTON COUNTY: Charlestown Exeter Narragansett North Kingstown Richmond South Kingstown

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		31.21
01035 - Court Reporter		24.96
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		21.54
01070 - Document Preparation Clerk		18.06
01090 - Duplicating Machine Operator		18.06
01111 - General Clerk I		15.24
01112 - General Clerk II		16.63
01113 - General Clerk III		18.68
01120 - Housing Referral Assistant		21.99
01141 - Messenger Courier		16.59
01191 - Order Clerk I		16.74
01192 - Order Clerk II		18.27
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.30
01263 - Personnel Assistant (Employment) III		22.63
01270 - Production Control Clerk		25.56
01290 - Rental Clerk		15.69
01300 - Scheduler Maintenance		17.64
01311 - Secretary I		17.64
01312 - Secretary II		19.73
01313 - Secretary III		21.99
01320 - Service Order Dispatcher		19.26
01410 - Supply Technician		31.21
01420 - Survey Worker		20.73
01460 - Switchboard Operator/Receptionist		16.45
01531 - Travel Clerk I		16.66
01532 - Travel Clerk II		17.68
01533 - Travel Clerk III		18.53
01611 - Word Processor I		17.15
01612 - Word Processor II		19.26
01613 - Word Processor III		21.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		23.98
05010 - Automotive Electrician		19.96
05040 - Automotive Glass Installer		19.16
05070 - Automotive Worker		19.16
05110 - Mobile Equipment Servicer		17.57

05130 - Motor Equipment Metal Mechanic	20.77
05160 - Motor Equipment Metal Worker	19.16
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic Helper	16.73
05250 - Motor Vehicle Upholstery Worker	18.33
05280 - Motor Vehicle Wrecker	19.16
05310 - Painter Automotive	19.96
05340 - Radiator Repair Specialist	19.16
05370 - Tire Repairer	17.80
05400 - Transmission Repair Specialist	20.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	17.69
07042 - Cook II	19.29
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.42
07210 - Meat Cutter	20.73
07260 - Waiter/Waitress	12.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.39
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	19.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	14.48
11090 - Gardener	21.14
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	17.17
11240 - Maid or Houseman	14.58
11260 - Pruner	15.74
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.17
11360 - Window Cleaner	15.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	25.38
12012 - Certified Occupational Therapist Assistant	29.63
12015 - Certified Physical Therapist Assistant	31.81
12020 - Dental Assistant	23.21
12025 - Dental Hygienist	39.68
12030 - EKG Technician	40.78
12035 - Electroneurodiagnostic Technologist	40.78
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	22.70
12072 - Licensed Practical Nurse II	25.38
12073 - Licensed Practical Nurse III	28.29

12100 - Medical Assistant	18.10
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	17.96
12250 - Pharmacy Technician	18.26
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	34.82
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)	31.44
12320 - Substance Abuse Treatment Counselor	25.72
13000 - Information And Arts Occupations	
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	22.74
14000 - Information Technology Occupations	
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)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.08
14160 - Personal Computer Support Technician		25.05
14170 - System Support Specialist		27.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.55
15020 - Aircrew Training Devices Instructor (Rated)		39.40
15030 - Air Crew Training Devices Instructor (Pilot)		47.21
15050 - Computer Based Training Specialist / Instructor		32.55
15060 - Educational Technologist		28.92
15070 - Flight Instructor (Pilot)		47.21
15080 - Graphic Artist		33.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.21
15086 - Maintenance Test Pilot Rotary Wing		47.21
15088 - Non-Maintenance Test/Co-Pilot		47.21
15090 - Technical Instructor		28.80
15095 - Technical Instructor/Course Developer		34.64
15110 - Test Proctor		23.25
15120 - Tutor		23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.90
21030 - Material Coordinator		25.56
21040 - Material Expediter		25.56
21050 - Material Handling Laborer		15.49
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 14.06
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.90
21410 - Warehouse Specialist 19.90
23000 - Mechanics And Maintenance And Repair Occupations
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 21.48
23120 - Bicycle Repairer 23.45
23125 - Cable Splicer 45.68
23130 - Carpenter Maintenance 24.37
23140 - Carpet Layer 23.77
23160 - Electrician Maintenance 28.56
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 34.25
23312 - Fuel Distribution System Operator 29.00
23370 - General Maintenance Worker 22.91
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 28.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.31
23430 - Heavy Equipment Mechanic 30.05
23440 - Heavy Equipment Operator 30.34
23460 - Instrument Mechanic 28.30
23465 - Laboratory/Shelter Mechanic 29.82
23470 - Laborer 15.49
23510 - Locksmith 26.10

23530 - Machinery Maintenance Mechanic	24.69
23550 - Machinist Maintenance	23.22
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.50
23640 - Millwright	31.04
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	22.18
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.65
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	28.05
23870 - Scale Mechanic	28.63
23890 - Sheet-Metal Worker Maintenance	28.08
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	34.74
23932 - Telecommunications Mechanic II	36.06
23950 - Telephone Lineman	41.77
23960 - Welder Combination Maintenance	24.49
23965 - Well Driller	31.04
23970 - Woodcraft Worker	31.04
23980 - Woodworker	26.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.05
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.97
24610 - Chore Aide	14.61
24620 - Family Readiness And Support Services Coordinator	17.05
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.83
25210 - Water Treatment Plant Operator	25.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	35.68
27070 - Firefighter	29.05
27101 - Guard I	14.83
27102 - Guard II	16.58
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator 15.81
28042 - Carnival Equipment Repairer 16.60
28043 - Carnival Worker 12.36
28210 - Gate Attendant/Gate Tender 16.50
28310 - Lifeguard 13.06
28350 - Park Attendant (Aide) 18.45
28510 - Recreation Aide/Health Facility Attendant 13.46
28515 - Recreation Specialist 22.86
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 19.38

29000 - Stevedoring/Longshoremen Occupational Services

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

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 21.05
30023 - Archeological Technician III 26.08
30030 - Cartographic Technician 26.08
30040 - Civil Engineering Technician 26.06
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 31.90
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 21.05
30063 - Drafter/CAD Operator III 23.46
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 29.41
30095 - Evidence Control Specialist 26.08
30210 - Laboratory Technician 24.71
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.90
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 31.90
30390 - Photo-Optics Technician 26.08
30395 - Radiation Control Technician 31.90

30461 - Technical Writer I 27.40
30462 - Technical Writer II 33.52
30463 - Technical Writer III 40.56
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.46
30621 - Weather Observer Senior (see 2) 26.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 15.53
31030 - Bus Driver 19.94
31043 - Driver Courier 16.85
31260 - Parking and Lot Attendant 13.21
31290 - Shuttle Bus Driver 17.70
31310 - Taxi Driver 15.90
31361 - Truckdriver Light 17.70
31362 - Truckdriver Medium 18.47
31363 - Truckdriver Heavy 23.69
31364 - Truckdriver Tractor-Trailer 23.69
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 16.82
99030 - Cashier 12.77
99050 - Desk Clerk 13.95
99095 - Embalmer 30.74
99130 - Flight Follower 28.51
99251 - Laboratory Animal Caretaker I 15.52
99252 - Laboratory Animal Caretaker II 16.30
99260 - Marketing Analyst 32.51
99310 - Mortician 30.74
99410 - Pest Controller 18.00
99510 - Photofinishing Worker 14.98
99710 - Recycling Laborer 20.87
99711 - Recycling Specialist 24.47
99730 - Refuse Collector 19.55
99810 - Sales Clerk 14.26
99820 - School Crossing Guard 16.53
99830 - Survey Party Chief 29.10
99831 - Surveying Aide 22.77
99832 - Surveying Technician 28.08
99840 - Vending Machine Attendant 17.59
99841 - Vending Machine Repairer 20.14
99842 - Vending Machine Repairer Helper 17.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the

employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4090
Revision No.: 14
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in RHODE ISLAND:

BRISTOL COUNTY: Barrington Bristol Warren

KENT COUNTY: Coventry East Greenwich Warwick West Greenwich West Warwick

NEWPORT COUNTY: Jamestown Little Compton Middletown Newport Portsmouth Tiverton

PROVIDENCE COUNTY: Cranston East Providence Foster Gloucester Johnston North Providence Scituate

WASHINGTON COUNTY: Charlestown Exeter Narragansett North Kingstown

Richmond South Kingstown

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		29.48
01035 - Court Reporter		24.96
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.63
01060 - Dispatcher Motor Vehicle		21.24
01070 - Document Preparation Clerk		16.42
01090 - Duplicating Machine Operator		16.42
01111 - General Clerk I		14.63
01112 - General Clerk II		15.97
01113 - General Clerk III		17.93
01120 - Housing Referral Assistant		21.91
01141 - Messenger Courier		16.59
01191 - Order Clerk I		16.45
01192 - Order Clerk II		17.95
01261 - Personnel Assistant (Employment) I		16.68
01262 - Personnel Assistant (Employment) II		18.67
01263 - Personnel Assistant (Employment) III		20.81
01270 - Production Control Clerk		25.56
01290 - Rental Clerk		15.28
01300 - Scheduler Maintenance		17.57
01311 - Secretary I		17.57
01312 - Secretary II		19.65
01313 - Secretary III		21.91
01320 - Service Order Dispatcher		18.98
01410 - Supply Technician		29.48
01420 - Survey Worker		20.73
01460 - Switchboard Operator/Receptionist		16.12
01531 - Travel Clerk I		16.32
01532 - Travel Clerk II		17.32
01533 - Travel Clerk III		18.15
01611 - Word Processor I		16.85
01612 - Word Processor II		18.92
01613 - Word Processor III		21.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		23.98
05010 - Automotive Electrician		18.34

05040 - Automotive Glass Installer 17.60
05070 - Automotive Worker 17.60
05110 - Mobile Equipment Servicer 16.15
05130 - Motor Equipment Metal Mechanic 19.09
05160 - Motor Equipment Metal Worker 17.60
05190 - Motor Vehicle Mechanic 19.09
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 16.83
05280 - Motor Vehicle Wrecker 17.60
05310 - Painter Automotive 18.34
05340 - Radiator Repair Specialist 17.60
05370 - Tire Repairer 16.19
05400 - Transmission Repair Specialist 19.09
07000 - Food Preparation And Service Occupations
07010 - Baker 15.60
07041 - Cook I 16.96
07042 - Cook II 18.49
07070 - Dishwasher 12.12
07130 - Food Service Worker 13.61
07210 - Meat Cutter 20.73
07260 - Waiter/Waitress 12.71
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.10
09040 - Furniture Handler 13.57
09080 - Furniture Refinisher 18.74
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.21
09130 - Upholsterer 17.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.35
11060 - Elevator Operator 13.75
11090 - Gardener 20.01
11122 - Housekeeping Aide 13.75
11150 - Janitor 13.75
11210 - Laborer Grounds Maintenance 16.25
11240 - Maid or Houseman 13.53
11260 - Pruner 14.89
11270 - Tractor Operator 19.05
11330 - Trail Maintenance Worker 16.25
11360 - Window Cleaner 15.00
12000 - Health Occupations
12010 - Ambulance Driver 20.05
12011 - Breath Alcohol Technician 24.95
12012 - Certified Occupational Therapist Assistant 29.41
12015 - Certified Physical Therapist Assistant 31.32
12020 - Dental Assistant 21.99
12025 - Dental Hygienist 39.68
12030 - EKG Technician 37.07
12035 - Electroneurodiagnostic Technologist 37.07
12040 - Emergency Medical Technician 20.05

12071 - Licensed Practical Nurse I 22.30
12072 - Licensed Practical Nurse II 24.95
12073 - Licensed Practical Nurse III 27.82
12100 - Medical Assistant 17.67
12130 - Medical Laboratory Technician 30.70
12160 - Medical Record Clerk 19.60
12190 - Medical Record Technician 24.13
12195 - Medical Transcriptionist 21.46
12210 - Nuclear Medicine Technologist 46.78
12221 - Nursing Assistant I 12.24
12222 - Nursing Assistant II 13.76
12223 - Nursing Assistant III 15.01
12224 - Nursing Assistant IV 16.85
12235 - Optical Dispenser 24.95
12236 - Optical Technician 17.96
12250 - Pharmacy Technician 17.73
12280 - Phlebotomist 18.57
12305 - Radiologic Technologist 33.34
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) 30.91
12320 - Substance Abuse Treatment Counselor 23.38
13000 - Information And Arts Occupations
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 14.73
13054 - Library Information Technology Systems Administrator 29.52
13058 - Library Technician 21.90
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 18.67
13110 - Video Teleconference Technician 22.74
14000 - Information Technology Occupations
14041 - Computer Operator I 17.17

14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.42
14044 - Computer Operator IV		23.80
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.80
14170 - System Support Specialist		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.10
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.56
15050 - Computer Based Training Specialist / Instructor		32.10
15060 - Educational Technologist		28.33
15070 - Flight Instructor (Pilot)		46.56
15080 - Graphic Artist		33.41
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		28.80
15095 - Technical Instructor/Course Developer		34.64
15110 - Test Proctor		23.25
15120 - Tutor		23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.94
16030 - Counter Attendant		13.94
16040 - Dry Cleaner		15.92
16070 - Finisher Flatwork Machine		13.94
16090 - Presser Hand		13.94
16110 - Presser Machine Drycleaning		13.94
16130 - Presser Machine Shirts		13.94
16160 - Presser Machine Wearing Apparel Laundry		13.94
16190 - Sewing Machine Operator		16.58
16220 - Tailor		17.24
16250 - Washer Machine		14.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker		25.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.69
21030 - Material Coordinator		25.56
21040 - Material Expediter		25.56
21050 - Material Handling Laborer		14.66
21071 - Order Filler		14.36

21080 - Production Line Worker (Food Processing) 19.69
21110 - Shipping Packer 18.51
21130 - Shipping/Receiving Clerk 18.51
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 19.69
21410 - Warehouse Specialist 19.69
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.23
23019 - Aircraft Logs and Records Technician 27.65
23021 - Aircraft Mechanic I 32.99
23022 - Aircraft Mechanic II 34.23
23023 - Aircraft Mechanic III 35.55
23040 - Aircraft Mechanic Helper 26.46
23050 - Aircraft Painter 30.47
23060 - Aircraft Servicer 27.65
23070 - Aircraft Survival Flight Equipment Technician 30.47
23080 - Aircraft Worker 29.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.99
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 41.53
23130 - Carpenter Maintenance 24.08
23140 - Carpet Layer 23.77
23160 - Electrician Maintenance 28.56
23181 - Electronics Technician Maintenance I 27.35
23182 - Electronics Technician Maintenance II 28.50
23183 - Electronics Technician Maintenance III 29.66
23260 - Fabric Worker 25.27
23290 - Fire Alarm System Mechanic 23.38
23310 - Fire Extinguisher Repairer 25.25
23311 - Fuel Distribution System Mechanic 31.14
23312 - Fuel Distribution System Operator 26.36
23370 - General Maintenance Worker 22.53
23380 - Ground Support Equipment Mechanic 32.99
23381 - Ground Support Equipment Servicer 27.65
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.25
23392 - Gunsmith II 27.53
23393 - Gunsmith III 29.85
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.32
23430 - Heavy Equipment Mechanic 29.30
23440 - Heavy Equipment Operator 30.30
23460 - Instrument Mechanic 25.73

23465 - Laboratory/Shelter Mechanic 28.68
23470 - Laborer 14.66
23510 - Locksmith 26.10
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 23.22
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 25.73
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 29.85
23710 - Office Appliance Repairer 23.29
23760 - Painter Maintenance 22.18
23790 - Pipefitter Maintenance 27.53
23810 - Plumber Maintenance 26.45
23820 - Pneudraulic Systems Mechanic 29.85
23850 - Rigger 27.71
23870 - Scale Mechanic 27.53
23890 - Sheet-Metal Worker Maintenance 28.08
23910 - Small Engine Mechanic 19.07
23931 - Telecommunications Mechanic I 34.74
23932 - Telecommunications Mechanic II 36.06
23950 - Telephone Lineman 40.50
23960 - Welder Combination Maintenance 23.48
23965 - Well Driller 29.85
23970 - Woodcraft Worker 29.85
23980 - Woodworker 25.25
24000 - Personal Needs Occupations
24550 - Case Manager 16.69
24570 - Child Care Attendant 12.48
24580 - Child Care Center Clerk 15.57
24610 - Chore Aide 13.28
24620 - Family Readiness And Support Services Coordinator 16.69
24630 - Homemaker 16.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 25.22
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 22.12
25210 - Water Treatment Plant Operator 25.22
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.33
27007 - Baggage Inspector 14.10
27008 - Corrections Officer 33.30
27010 - Court Security Officer 30.87
27030 - Detection Dog Handler 16.33
27040 - Detention Officer 33.30
27070 - Firefighter 28.10
27101 - Guard I 14.10
27102 - Guard II 16.33

27131 - Police Officer I 27.86
27132 - Police Officer II 30.96
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.32
28042 - Carnival Equipment Repairer 16.09
28043 - Carnival Worker 11.98
28210 - Gate Attendant/Gate Tender 16.21
28310 - Lifeguard 12.24
28350 - Park Attendant (Aide) 18.14
28510 - Recreation Aide/Health Facility Attendant 13.23
28515 - Recreation Specialist 22.47
28630 - Sports Official 14.44
28690 - Swimming Pool Operator 19.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.53
29020 - Hatch Tender 27.53
29030 - Line Handler 27.53
29041 - Stevedore I 26.34
29042 - Stevedore II 28.68
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 20.29
30023 - Archeological Technician III 25.07
30030 - Cartographic Technician 25.14
30040 - Civil Engineering Technician 26.00
30051 - Cryogenic Technician I 27.54
30052 - Cryogenic Technician II 30.41
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 20.29
30063 - Drafter/CAD Operator III 22.63
30064 - Drafter/CAD Operator IV 27.75
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 26.74
30095 - Evidence Control Specialist 24.86
30210 - Laboratory Technician 24.71
30221 - Latent Fingerprint Technician I 27.54
30222 - Latent Fingerprint Technician II 30.41
30240 - Mathematical Technician 25.14
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		30.41
30390 - Photo-Optics Technician		25.14
30395 - Radiation Control Technician		30.41
30461 - Technical Writer I		26.64
30462 - Technical Writer II		32.58
30463 - Technical Writer III		39.41
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		27.54
30502 - Weather Forecaster II		33.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.63
30621 - Weather Observer Senior	(see 2)	25.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		15.53
31030 - Bus Driver		19.94
31043 - Driver Courier		15.32
31260 - Parking and Lot Attendant		13.21
31290 - Shuttle Bus Driver		16.09
31310 - Taxi Driver		14.45
31361 - Truckdriver Light		16.09
31362 - Truckdriver Medium		16.79
31363 - Truckdriver Heavy		22.79
31364 - Truckdriver Tractor-Trailer		22.79
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.13
99050 - Desk Clerk		12.68
99095 - Embalmer		30.74
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		14.11
99252 - Laboratory Animal Caretaker II		14.82
99260 - Marketing Analyst		32.51
99310 - Mortician		30.74
99410 - Pest Controller		18.00
99510 - Photofinishing Worker		14.83
99710 - Recycling Laborer		20.40
99711 - Recycling Specialist		24.46
99730 - Refuse Collector		19.55
99810 - Sales Clerk		13.00
99820 - School Crossing Guard		15.84
99830 - Survey Party Chief		26.46
99831 - Surveying Aide		20.70
99832 - Surveying Technician		25.53
99840 - Vending Machine Attendant		15.99
99841 - Vending Machine Repairer		18.31

99842 - Vending Machine Repairer Helper 15.99

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order

the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4091
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

HARTFORD COUNTY - East Windsor town Enfield town Suffield town Windsor Locks town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
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		18.05
01052 - Data Entry Operator II		19.70
01060 - Dispatcher Motor Vehicle		21.37
01070 - Document Preparation Clerk		18.44
01090 - Duplicating Machine Operator		18.44
01111 - General Clerk I		16.86

01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	16.30
01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.44
01262 - Personnel Assistant (Employment) II	20.62
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	26.01
01290 - Rental Clerk	16.43
01300 - Scheduler Maintenance	19.42
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.22
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.75
07041 - Cook I	18.11
07042 - Cook II	19.80
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.77
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.33
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 21.12
09040 - Furniture Handler 16.71
09080 - Furniture Refinisher 23.08
09090 - Furniture Refinisher Helper 19.10
09110 - Furniture Repairer Minor 21.28
09130 - Upholsterer 22.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.63
11060 - Elevator Operator 16.43
11090 - Gardener 21.68
11122 - Housekeeping Aide 16.43
11150 - Janitor 16.43
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 18.03
12000 - Health Occupations
12010 - Ambulance Driver 22.36
12011 - Breath Alcohol Technician 25.40
12012 - Certified Occupational Therapist Assistant 28.78
12015 - Certified Physical Therapist Assistant 29.82
12020 - Dental Assistant 21.80
12025 - Dental Hygienist 40.98
12030 - EKG Technician 28.43
12035 - Electroneurodiagnostic Technologist 28.43
12040 - Emergency Medical Technician 22.36
12071 - Licensed Practical Nurse I 22.71
12072 - Licensed Practical Nurse II 25.40
12073 - Licensed Practical Nurse III 28.31
12100 - Medical Assistant 18.82
12130 - Medical Laboratory Technician 30.66
12160 - Medical Record Clerk 19.18
12190 - Medical Record Technician 22.49
12195 - Medical Transcriptionist 20.15
12210 - Nuclear Medicine Technologist 42.83
12221 - Nursing Assistant I 12.77
12222 - Nursing Assistant II 14.35
12223 - Nursing Assistant III 15.66
12224 - Nursing Assistant IV 17.59
12235 - Optical Dispenser 25.01
12236 - Optical Technician 22.71
12250 - Pharmacy Technician 17.01
12280 - Phlebotomist 19.60
12305 - Radiologic Technologist 30.61
12311 - Registered Nurse I 27.82
12312 - Registered Nurse II 34.04
12313 - Registered Nurse II Specialist 34.04
12314 - Registered Nurse III 41.18

12315 - Registered Nurse III Anesthetist		41.18
12316 - Registered Nurse IV		49.36
12317 - Scheduler (Drug and Alcohol Testing)		31.47
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
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		16.10
13054 - Library Information Technology Systems Administrator		29.48
13058 - Library Technician		19.32
13061 - Media Specialist I		21.27
13062 - Media Specialist II		23.79
13063 - Media Specialist III		26.52
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		22.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.98
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.44
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.98
14160 - Personal Computer Support Technician		27.84
14170 - System Support Specialist		39.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.17
15020 - Aircrew Training Devices Instructor (Rated)		41.35
15030 - Air Crew Training Devices Instructor (Pilot)		49.55
15050 - Computer Based Training Specialist / Instructor		34.17
15060 - Educational Technologist		32.49
15070 - Flight Instructor (Pilot)		49.55
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 26.08
15095 - Technical Instructor/Course Developer 31.90
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.16
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.00
21030 - Material Coordinator 26.01
21040 - Material Expediter 26.01
21050 - Material Handling Laborer 15.62
21071 - Order Filler 15.64
21080 - Production Line Worker (Food Processing) 18.00
21110 - Shipping Packer 19.41
21130 - Shipping/Receiving Clerk 19.41
21140 - Store Worker I 14.96
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 18.00
21410 - Warehouse Specialist 18.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.18
23019 - Aircraft Logs and Records Technician 31.79
23021 - Aircraft Mechanic I 35.89
23022 - Aircraft Mechanic II 37.18
23023 - Aircraft Mechanic III 38.59
23040 - Aircraft Mechanic Helper 28.54
23050 - Aircraft Painter 34.48
23060 - Aircraft Servicer 31.79
23070 - Aircraft Survival Flight Equipment Technician 34.48
23080 - Aircraft Worker 33.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.89

23110 - Appliance Mechanic 22.98
23120 - Bicycle Repairer 25.02
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 25.66
23140 - Carpet Layer 24.22
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 37.45
23182 - Electronics Technician Maintenance II 39.06
23183 - Electronics Technician Maintenance III 40.66
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 39.42
23312 - Fuel Distribution System Operator 33.22
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.89
23381 - Ground Support Equipment Servicer 31.79
23382 - Ground Support Equipment Worker 33.06
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
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 29.47
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 15.62
23510 - Locksmith 28.04
23530 - Machinery Maintenance Mechanic 26.28
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 18.72
23591 - Metrology Technician I 29.47
23592 - Metrology Technician II 30.53
23593 - Metrology Technician III 31.68
23640 - Millwright 29.01
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 22.95
23790 - Pipefitter Maintenance 30.83
23810 - Plumber Maintenance 29.62
23820 - Pneudraulic Systems Mechanic 29.69
23850 - Rigger 29.69
23870 - Scale Mechanic 27.35
23890 - Sheet-Metal Worker Maintenance 30.11
23910 - Small Engine Mechanic 21.40
23931 - Telecommunications Mechanic I 38.92
23932 - Telecommunications Mechanic II 40.32
23950 - Telephone Lineman 34.33

23960 - Welder Combination Maintenance		24.98
23965 - Well Driller		29.69
23970 - Woodcraft Worker		29.69
23980 - Woodworker		25.02
24000 - Personal Needs Occupations		
24550 - Case Manager		20.65
24570 - Child Care Attendant		14.67
24580 - Child Care Center Clerk		19.47
24610 - Chore Aide		15.20
24620 - Family Readiness And Support Services Coordinator		20.65
24630 - Homemaker		23.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.26
25040 - Sewage Plant Operator		27.38
25070 - Stationary Engineer		28.26
25190 - Ventilation Equipment Tender		22.49
25210 - Water Treatment Plant Operator		27.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.73
27007 - Baggage Inspector		14.74
27008 - Corrections Officer		27.33
27010 - Court Security Officer		27.33
27030 - Detection Dog Handler		19.25
27040 - Detention Officer		27.33
27070 - Firefighter		27.79
27101 - Guard I		14.74
27102 - Guard II		19.25
27131 - Police Officer I		29.06
27132 - Police Officer II		32.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.19
28042 - Carnival Equipment Repairer		17.15
28043 - Carnival Worker		12.86
28210 - Gate Attendant/Gate Tender		17.59
28310 - Lifeguard		15.10
28350 - Park Attendant (Aide)		19.67
28510 - Recreation Aide/Health Facility Attendant		14.35
28515 - Recreation Specialist		24.37
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		21.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.15
29020 - Hatch Tender		31.15
29030 - Line Handler		31.15
29041 - Stevedore I		29.93
29042 - Stevedore II		32.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.99
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.03

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.17
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 20.95
30023 - Archeological Technician III 25.95
30030 - Cartographic Technician 25.95
30040 - Civil Engineering Technician 31.76
30051 - Cryogenic Technician I 28.74
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 20.95
30063 - Drafter/CAD Operator III 23.36
30064 - Drafter/CAD Operator IV 28.74
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.01
30090 - Environmental Technician 25.66
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 29.12
30221 - Latent Fingerprint Technician I 28.74
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 28.55
30361 - Paralegal/Legal Assistant I 20.67
30362 - Paralegal/Legal Assistant II 25.60
30363 - Paralegal/Legal Assistant III 31.32
30364 - Paralegal/Legal Assistant IV 37.90
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 25.95
30395 - Radiation Control Technician 31.75
30461 - Technical Writer I 27.27
30462 - Technical Writer II 33.36
30463 - Technical Writer III 40.36
30491 - Unexploded Ordnance (UXO) Technician I 28.59
30492 - Unexploded Ordnance (UXO) Technician II 34.59
30493 - Unexploded Ordnance (UXO) Technician III 41.46
30494 - Unexploded (UXO) Safety Escort 28.59
30495 - Unexploded (UXO) Sweep Personnel 28.59
30501 - Weather Forecaster I 28.74
30502 - Weather Forecaster II 34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.36
30621 - Weather Observer Senior (see 2) 25.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.59
31020 - Bus Aide 18.79
31030 - Bus Driver 26.63
31043 - Driver Courier 17.60
31260 - Parking and Lot Attendant 14.05

31290 - Shuttle Bus Driver	17.88
31310 - Taxi Driver	17.02
31361 - Truckdriver Light	18.65
31362 - Truckdriver Medium	20.26
31363 - Truckdriver Heavy	23.48
31364 - Truckdriver Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	13.29
99050 - Desk Clerk	14.05
99095 - Embalmer	37.16
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	18.80
99252 - Laboratory Animal Caretaker II	19.92
99260 - Marketing Analyst	29.36
99310 - Mortician	37.63
99410 - Pest Controller	20.57
99510 - Photofinishing Worker	15.10
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.60
99730 - Refuse Collector	20.87
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	25.27
99831 - Surveying Aide	13.94
99832 - Surveying Technician	22.97
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer Helper	20.95

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4092
Revision No.: 14
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

HARTFORD COUNTY - East Windsor town Enfield town Suffield town Windsor Locks town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
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		17.26
01052 - Data Entry Operator II		18.88
01060 - Dispatcher Motor Vehicle		21.37

01070 - Document Preparation Clerk 17.93
01090 - Duplicating Machine Operator 17.93
01111 - General Clerk I 16.86
01112 - General Clerk II 18.39
01113 - General Clerk III 20.64
01120 - Housing Referral Assistant 24.22
01141 - Messenger Courier 15.60
01191 - Order Clerk I 17.72
01192 - Order Clerk II 19.35
01261 - Personnel Assistant (Employment) I 17.77
01262 - Personnel Assistant (Employment) II 19.88
01263 - Personnel Assistant (Employment) III 24.37
01270 - Production Control Clerk 26.01
01290 - Rental Clerk 16.43
01300 - Scheduler Maintenance 19.42
01311 - Secretary I 19.42
01312 - Secretary II 21.73
01313 - Secretary III 24.22
01320 - Service Order Dispatcher 19.42
01410 - Supply Technician 29.92
01420 - Survey Worker 18.76
01460 - Switchboard Operator/Receptionist 14.61
01531 - Travel Clerk I 14.05
01532 - Travel Clerk II 15.32
01533 - Travel Clerk III 16.66
01611 - Word Processor I 17.23
01612 - Word Processor II 19.34
01613 - Word Processor III 21.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.70
05010 - Automotive Electrician 21.13
05040 - Automotive Glass Installer 20.86
05070 - Automotive Worker 20.21
05110 - Mobile Equipment Servicer 18.56
05130 - Motor Equipment Metal Mechanic 21.40
05160 - Motor Equipment Metal Worker 20.21
05190 - Motor Vehicle Mechanic 21.40
05220 - Motor Vehicle Mechanic Helper 17.69
05250 - Motor Vehicle Upholstery Worker 19.40
05280 - Motor Vehicle Wrecker 20.21
05310 - Painter Automotive 21.15
05340 - Radiator Repair Specialist 20.21
05370 - Tire Repairer 15.68
05400 - Transmission Repair Specialist 21.40
07000 - Food Preparation And Service Occupations
07010 - Baker 14.94
07041 - Cook I 17.45
07042 - Cook II 19.08
07070 - Dishwasher 12.43
07130 - Food Service Worker 13.43

07210 - Meat Cutter	21.48
07260 - Waiter/Waitress	13.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	16.71
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	18.72
09110 - Furniture Repairer Minor	20.54
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.39
11090 - Gardener	20.02
11122 - Housekeeping Aide	15.39
11150 - Janitor	15.39
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	12.91
11260 - Pruner	14.98
11270 - Tractor Operator	18.90
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	22.36
12011 - Breath Alcohol Technician	24.59
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.35
12020 - Dental Assistant	21.00
12025 - Dental Hygienist	40.98
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic Technologist	28.43
12040 - Emergency Medical Technician	22.36
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	27.87
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	21.44
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.66
12224 - Nursing Assistant IV	17.58
12235 - Optical Dispenser	23.64
12236 - Optical Technician	21.98
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	19.44
12305 - Radiologic Technologist	30.60
12311 - Registered Nurse I	27.82

12312 - Registered Nurse II		34.04
12313 - Registered Nurse II Specialist		34.04
12314 - Registered Nurse III		41.18
12315 - Registered Nurse III Anesthetist		41.18
12316 - Registered Nurse IV		49.36
12317 - Scheduler (Drug and Alcohol Testing)		30.46
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
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		16.10
13054 - Library Information Technology Systems Administrator		29.48
13058 - Library Technician		19.32
13061 - Media Specialist I		21.27
13062 - Media Specialist II		23.79
13063 - Media Specialist III		26.52
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		22.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.16
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.16
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		37.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		33.19

15060 - Educational Technologist 32.49
15070 - Flight Instructor (Pilot) 48.13
15080 - Graphic Artist 25.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.71
15086 - Maintenance Test Pilot Rotary Wing 42.71
15088 - Non-Maintenance Test/Co-Pilot 42.71
15090 - Technical Instructor 25.55
15095 - Technical Instructor/Course Developer 31.27
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.75
16030 - Counter Attendant 13.75
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.75
16090 - Presser Hand 13.75
16110 - Presser Machine Drycleaning 13.75
16130 - Presser Machine Shirts 13.75
16160 - Presser Machine Wearing Apparel Laundry 13.75
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.53
16250 - Washer Machine 14.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.16
19040 - Tool And Die Maker 26.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.51
21030 - Material Coordinator 26.01
21040 - Material Expediter 26.01
21050 - Material Handling Laborer 14.34
21071 - Order Filler 15.64
21080 - Production Line Worker (Food Processing) 17.51
21110 - Shipping Packer 19.13
21130 - Shipping/Receiving Clerk 19.13
21140 - Store Worker I 14.51
21150 - Stock Clerk 19.03
21210 - Tools And Parts Attendant 17.51
21410 - Warehouse Specialist 17.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.54
23019 - Aircraft Logs and Records Technician 31.25
23021 - Aircraft Mechanic I 35.27
23022 - Aircraft Mechanic II 36.54
23023 - Aircraft Mechanic III 37.74
23040 - Aircraft Mechanic Helper 28.05
23050 - Aircraft Painter 33.89
23060 - Aircraft Servicer 31.25
23070 - Aircraft Survival Flight Equipment Technician 33.89
23080 - Aircraft Worker 32.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 32.49

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 35.27
II
23110 - Appliance Mechanic 22.98
23120 - Bicycle Repairer 25.02
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 24.66
23140 - Carpet Layer 24.22
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 36.70
23182 - Electronics Technician Maintenance II 38.28
23183 - Electronics Technician Maintenance III 39.84
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 35.84
23312 - Fuel Distribution System Operator 30.20
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.27
23381 - Ground Support Equipment Servicer 31.25
23382 - Ground Support Equipment Worker 32.49
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
23410 - Heating Ventilation And Air-Conditioning 29.70
Mechanic
23411 - Heating Ventilation And Air Contidioning 30.77
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.87
23440 - Heavy Equipment Operator 32.33
23460 - Instrument Mechanic 28.03
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 14.34
23510 - Locksmith 25.77
23530 - Machinery Maintenance Mechanic 26.28
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 18.72
23591 - Metrology Technician I 28.03
23592 - Metrology Technician II 29.04
23593 - Metrology Technician III 29.99
23640 - Millwright 27.90
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 22.95
23790 - Pipefitter Maintenance 30.07
23810 - Plumber Maintenance 28.89
23820 - Pneudraulic Systems Mechanic 29.69
23850 - Rigger 29.69
23870 - Scale Mechanic 27.35
23890 - Sheet-Metal Worker Maintenance 27.37
23910 - Small Engine Mechanic 21.40

23931 - Telecommunications Mechanic I 35.38
23932 - Telecommunications Mechanic II 36.65
23950 - Telephone Lineman 34.33
23960 - Welder Combination Maintenance 24.24
23965 - Well Driller 29.69
23970 - Woodcraft Worker 29.69
23980 - Woodworker 25.02
24000 - Personal Needs Occupations
24550 - Case Manager 20.65
24570 - Child Care Attendant 14.25
24580 - Child Care Center Clerk 19.47
24610 - Chore Aide 13.82
24620 - Family Readiness And Support Services Coordinator 20.65
24630 - Homemaker 23.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.26
25040 - Sewage Plant Operator 25.68
25070 - Stationary Engineer 28.26
25190 - Ventilation Equipment Tender 22.49
25210 - Water Treatment Plant Operator 25.68
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.03
27007 - Baggage Inspector 14.61
27008 - Corrections Officer 27.33
27010 - Court Security Officer 27.33
27030 - Detection Dog Handler 19.25
27040 - Detention Officer 27.33
27070 - Firefighter 27.14
27101 - Guard I 14.61
27102 - Guard II 19.25
27131 - Police Officer I 27.89
27132 - Police Officer II 30.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.72
28042 - Carnival Equipment Repairer 15.59
28043 - Carnival Worker 11.69
28210 - Gate Attendant/Gate Tender 16.95
28310 - Lifeguard 15.10
28350 - Park Attendant (Aide) 18.97
28510 - Recreation Aide/Health Facility Attendant 13.84
28515 - Recreation Specialist 22.90
28630 - Sports Official 15.10
28690 - Swimming Pool Operator 21.12
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.15
29020 - Hatch Tender 31.15
29030 - Line Handler 31.15
29041 - Stevedore I 29.93
29042 - Stevedore II 32.49

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.54
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.71
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.83
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		20.95
30023 - Archeological Technician III		25.95
30030 - Cartographic Technician		25.95
30040 - Civil Engineering Technician		31.76
30051 - Cryogenic Technician I		28.74
30052 - Cryogenic Technician II		31.75
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		20.95
30063 - Drafter/CAD Operator III		23.36
30064 - Drafter/CAD Operator IV		28.74
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		22.37
30084 - Engineering Technician IV		27.71
30085 - Engineering Technician V		33.90
30086 - Engineering Technician VI		41.01
30090 - Environmental Technician		25.66
30095 - Evidence Control Specialist		25.95
30210 - Laboratory Technician		27.56
30221 - Latent Fingerprint Technician I		28.74
30222 - Latent Fingerprint Technician II		31.75
30240 - Mathematical Technician		25.95
30361 - Paralegal/Legal Assistant I		20.67
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant III		31.32
30364 - Paralegal/Legal Assistant IV		37.90
30375 - Petroleum Supply Specialist		31.75
30390 - Photo-Optics Technician		25.95
30395 - Radiation Control Technician		31.75
30461 - Technical Writer I		27.27
30462 - Technical Writer II		33.36
30463 - Technical Writer III		40.36
30491 - Unexploded Ordnance (UXO) Technician I		28.31
30492 - Unexploded Ordnance (UXO) Technician II		34.25
30493 - Unexploded Ordnance (UXO) Technician III		41.05
30494 - Unexploded (UXO) Safety Escort		28.31
30495 - Unexploded (UXO) Sweep Personnel		28.31
30501 - Weather Forecaster I		28.74
30502 - Weather Forecaster II		34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.36
30621 - Weather Observer Senior	(see 2)	25.95

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.25
31020 - Bus Aide		17.08

31030 - Bus Driver	24.85
31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	17.88
31310 - Taxi Driver	17.02
31361 - Truckdriver Light	17.88
31362 - Truckdriver Medium	20.26
31363 - Truckdriver Heavy	22.74
31364 - Truckdriver Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.70
99030 - Cashier	12.34
99050 - Desk Clerk	13.00
99095 - Embalmer	37.16
99130 - Flight Follower	28.31
99251 - Laboratory Animal Caretaker I	17.09
99252 - Laboratory Animal Caretaker II	18.11
99260 - Marketing Analyst	29.18
99310 - Mortician	37.63
99410 - Pest Controller	20.57
99510 - Photofinishing Worker	15.10
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.60
99730 - Refuse Collector	20.87
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	14.13
99830 - Survey Party Chief	24.95
99831 - Surveying Aide	13.76
99832 - Surveying Technician	22.68
99840 - Vending Machine Attendant	20.31
99841 - Vending Machine Repairer	23.53
99842 - Vending Machine Repairer Helper	20.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4093
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

TOLLAND COUNTY - Somers town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
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		18.05
01052 - Data Entry Operator II		19.70
01060 - Dispatcher Motor Vehicle		21.62
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 16.30
01191 - Order Clerk I 18.35
01192 - Order Clerk II 20.02
01261 - Personnel Assistant (Employment) I 18.40
01262 - Personnel Assistant (Employment) II 20.62
01263 - Personnel Assistant (Employment) III 22.98
01270 - Production Control Clerk 26.01
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 18.26
01311 - Secretary I 18.26
01312 - Secretary II 20.43
01313 - Secretary III 22.78
01320 - Service Order Dispatcher 19.35
01410 - Supply Technician 28.64
01420 - Survey Worker 18.92
01460 - Switchboard Operator/Receptionist 15.22
01531 - Travel Clerk I 14.91
01532 - Travel Clerk II 16.26
01533 - Travel Clerk III 17.68
01611 - Word Processor I 17.67
01612 - Word Processor II 19.85
01613 - Word Processor III 22.20
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.70
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 21.30
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.72
05370 - Tire Repairer 16.28
05400 - Transmission Repair Specialist 21.30
07000 - Food Preparation And Service Occupations
07010 - Baker 15.75
07041 - Cook I 18.11
07042 - Cook II 19.80
07070 - Dishwasher 13.60
07130 - Food Service Worker 14.77
07210 - Meat Cutter 22.25
07260 - Waiter/Waitress 14.33
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.20

09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 23.86
09090 - Furniture Refinisher Helper 19.99
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 23.20
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.63
11060 - Elevator Operator 16.43
11090 - Gardener 21.68
11122 - Housekeeping Aide 16.43
11150 - Janitor 16.43
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 18.03
12000 - Health Occupations
12010 - Ambulance Driver 22.06
12011 - Breath Alcohol Technician 25.40
12012 - Certified Occupational Therapist Assistant 28.78
12015 - Certified Physical Therapist Assistant 29.82
12020 - Dental Assistant 21.80
12025 - Dental Hygienist 41.49
12030 - EKG Technician 28.97
12035 - Electroneurodiagnostic Technologist 28.97
12040 - Emergency Medical Technician 22.06
12071 - Licensed Practical Nurse I 22.71
12072 - Licensed Practical Nurse II 25.40
12073 - Licensed Practical Nurse III 28.31
12100 - Medical Assistant 18.82
12130 - Medical Laboratory Technician 30.66
12160 - Medical Record Clerk 19.11
12190 - Medical Record Technician 22.49
12195 - Medical Transcriptionist 20.15
12210 - Nuclear Medicine Technologist 42.83
12221 - Nursing Assistant I 12.77
12222 - Nursing Assistant II 14.36
12223 - Nursing Assistant III 15.67
12224 - Nursing Assistant IV 17.59
12235 - Optical Dispenser 25.01
12236 - Optical Technician 22.71
12250 - Pharmacy Technician 17.01
12280 - Phlebotomist 19.60
12305 - Radiologic Technologist 30.61
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30
12315 - Registered Nurse III Anesthetist 41.30

12316 - Registered Nurse IV 49.50
12317 - Scheduler (Drug and Alcohol Testing) 31.47
12320 - Substance Abuse Treatment Counselor 24.25
13000 - Information And Arts Occupations
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 19.32
13061 - Media Specialist I 21.27
13062 - Media Specialist II 23.79
13063 - Media Specialist III 26.52
13071 - Photographer I 18.79
13072 - Photographer II 21.93
13073 - Photographer III 27.17
13074 - Photographer IV 33.24
13075 - Photographer V 40.21
13090 - Technical Order Library Clerk 21.72
13110 - Video Teleconference Technician 22.50
14000 - Information Technology Occupations
14041 - Computer Operator I 19.98
14042 - Computer Operator II 22.34
14043 - Computer Operator III 24.90
14044 - Computer Operator IV 27.68
14045 - Computer Operator V 30.66
14071 - Computer Programmer I 24.15
14072 - Computer Programmer II
14073 - Computer Programmer III
14074 - Computer Programmer IV
14101 - Computer Systems Analyst I
14102 - Computer Systems Analyst II
14103 - Computer Systems Analyst III
14150 - Peripheral Equipment Operator 19.98
14160 - Personal Computer Support Technician 29.29
14170 - System Support Specialist 39.52
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.40
15020 - Aircrew Training Devices Instructor (Rated) 39.20
15030 - Air Crew Training Devices Instructor (Pilot) 46.98
15050 - Computer Based Training Specialist / Instructor 32.40
15060 - Educational Technologist 36.20
15070 - Flight Instructor (Pilot) 46.98
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 26.47
15095 - Technical Instructor/Course Developer 32.37
15110 - Test Proctor 21.36
15120 - Tutor 21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.52
19040 - Tool And Die Maker 27.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 26.01
21040 - Material Expediter 26.01
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 19.41
21130 - Shipping/Receiving Clerk 19.41
21140 - Store Worker I 14.96
21150 - Stock Clerk 19.62
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.18
23019 - Aircraft Logs and Records Technician 31.79
23021 - Aircraft Mechanic I 35.89
23022 - Aircraft Mechanic II 37.18
23023 - Aircraft Mechanic III 38.59
23040 - Aircraft Mechanic Helper 28.54
23050 - Aircraft Painter 34.48
23060 - Aircraft Servicer 31.79
23070 - Aircraft Survival Flight Equipment Technician 34.48
23080 - Aircraft Worker 33.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.89
23110 - Appliance Mechanic 22.77

23120 - Bicycle Repairer 25.02
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 25.66
23140 - Carpet Layer 24.53
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 37.45
23182 - Electronics Technician Maintenance II 39.06
23183 - Electronics Technician Maintenance III 40.66
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 39.42
23312 - Fuel Distribution System Operator 33.22
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.89
23381 - Ground Support Equipment Servicer 31.79
23382 - Ground Support Equipment Worker 33.06
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.55
23430 - Heavy Equipment Mechanic 30.01
23440 - Heavy Equipment Operator 32.33
23460 - Instrument Mechanic 29.47
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 15.62
23510 - Locksmith 28.04
23530 - Machinery Maintenance Mechanic 26.28
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 29.47
23592 - Metrology Technician II 30.53
23593 - Metrology Technician III 31.68
23640 - Millwright 29.01
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 22.95
23790 - Pipefitter Maintenance 30.83
23810 - Plumber Maintenance 29.62
23820 - Pneudraulic Systems Mechanic 29.69
23850 - Rigger 29.69
23870 - Scale Mechanic 27.35
23890 - Sheet-Metal Worker Maintenance 28.94
23910 - Small Engine Mechanic 23.64
23931 - Telecommunications Mechanic I 38.92
23932 - Telecommunications Mechanic II 40.32
23950 - Telephone Lineman 34.33
23960 - Welder Combination Maintenance 24.98

23965 - Well Driller		29.69
23970 - Woodcraft Worker		29.69
23980 - Woodworker		25.02
24000 - Personal Needs Occupations		
24550 - Case Manager		19.38
24570 - Child Care Attendant		14.67
24580 - Child Care Center Clerk		18.28
24610 - Chore Aide		15.20
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.26
25040 - Sewage Plant Operator		27.38
25070 - Stationary Engineer		28.26
25190 - Ventilation Equipment Tender		22.49
25210 - Water Treatment Plant Operator		27.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.73
27007 - Baggage Inspector		14.74
27008 - Corrections Officer		27.19
27010 - Court Security Officer		27.19
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		27.19
27070 - Firefighter		27.79
27101 - Guard I		14.74
27102 - Guard II		19.88
27131 - Police Officer I		29.08
27132 - Police Officer II		32.31
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.19
28042 - Carnival Equipment Repairer		17.15
28043 - Carnival Worker		12.86
28210 - Gate Attendant/Gate Tender		17.59
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		19.67
28510 - Recreation Aide/Health Facility Attendant		14.35
28515 - Recreation Specialist		24.37
28630 - Sports Official		15.66
28690 - Swimming Pool Operator		21.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.35
29020 - Hatch Tender		27.35
29030 - Line Handler		27.35
29041 - Stevedore I		26.31
29042 - Stevedore II		28.53
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 1)	44.99
30011 - Air Traffic Control Specialist Station (HFO)	(see 1)	31.03
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 1)	34.17

30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		28.93
30051 - Cryogenic Technician I		28.74
30052 - Cryogenic Technician II		31.75
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.43
30064 - Drafter/CAD Operator IV		28.84
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		22.37
30084 - Engineering Technician IV		27.71
30085 - Engineering Technician V		33.90
30086 - Engineering Technician VI		41.01
30090 - Environmental Technician		25.95
30095 - Evidence Control Specialist		25.95
30210 - Laboratory Technician		29.12
30221 - Latent Fingerprint Technician I		28.74
30222 - Latent Fingerprint Technician II		31.75
30240 - Mathematical Technician		29.33
30361 - Paralegal/Legal Assistant I		20.28
30362 - Paralegal/Legal Assistant II		25.11
30363 - Paralegal/Legal Assistant III		30.72
30364 - Paralegal/Legal Assistant IV		37.17
30375 - Petroleum Supply Specialist		31.75
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		31.75
30461 - Technical Writer I		27.27
30462 - Technical Writer II		33.36
30463 - Technical Writer III		40.36
30491 - Unexploded Ordnance (UXO) Technician I		28.59
30492 - Unexploded Ordnance (UXO) Technician II		34.59
30493 - Unexploded Ordnance (UXO) Technician III		41.46
30494 - Unexploded (UXO) Safety Escort		28.59
30495 - Unexploded (UXO) Sweep Personnel		28.59
30501 - Weather Forecaster I		28.74
30502 - Weather Forecaster II		34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 1)	23.43
30621 - Weather Observer Senior	(see 1)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.59
31020 - Bus Aide		20.78
31030 - Bus Driver		26.63
31043 - Driver Courier		17.60
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		17.88

31310 - Taxi Driver	16.37
31361 - Truckdriver Light	18.65
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.48
31364 - Truckdriver Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	13.29
99050 - Desk Clerk	14.05
99095 - Embalmer	32.85
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	18.80
99252 - Laboratory Animal Caretaker II	19.92
99260 - Marketing Analyst	29.36
99310 - Mortician	32.85
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	14.56
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.78
99730 - Refuse Collector	20.87
99810 - Sales Clerk	14.35
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	30.34
99831 - Surveying Aide	19.00
99832 - Surveying Technician	22.97
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer Helper	20.95

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4094
Revision No.: 14
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

TOLLAND COUNTY - Somers town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
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		17.26
01052 - Data Entry Operator II		18.84
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		17.93

01090 - Duplicating Machine Operator 17.93
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 15.60
01191 - Order Clerk I 17.72
01192 - Order Clerk II 19.35
01261 - Personnel Assistant (Employment) I 16.73
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 26.01
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 18.26
01311 - Secretary I 18.26
01312 - Secretary II 20.43
01313 - Secretary III 22.78
01320 - Service Order Dispatcher 19.35
01410 - Supply Technician 28.64
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 14.61
01531 - Travel Clerk I 14.05
01532 - Travel Clerk II 15.32
01533 - Travel Clerk III 16.66
01611 - Word Processor I 17.23
01612 - Word Processor II 19.34
01613 - Word Processor III 21.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.70
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 21.30
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 20.38
05340 - Radiator Repair Specialist 19.72
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 21.30
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 17.45
07042 - Cook II 19.08
07070 - Dishwasher 12.43
07130 - Food Service Worker 13.43
07210 - Meat Cutter 21.62

07260 - Waiter/Waitress	13.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.20
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer Minor	21.98
09130 - Upholsterer	23.20
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.30
11090 - Gardener	20.02
11122 - Housekeeping Aide	15.30
11150 - Janitor	15.30
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	12.91
11260 - Pruner	14.98
11270 - Tractor Operator	18.90
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	24.59
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.35
12020 - Dental Assistant	21.00
12025 - Dental Hygienist	41.49
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	27.87
12160 - Medical Record Clerk	17.37
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	21.98
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	19.44
12305 - Radiologic Technologist	30.60
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14

12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.46
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
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		19.32
13061 - Media Specialist I		21.27
13062 - Media Specialist II		23.79
13063 - Media Specialist III		26.52
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		21.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.16
14042 - Computer Operator II		20.31
14043 - Computer Operator III		22.64
14044 - Computer Operator IV		25.16
14045 - Computer Operator V		27.87
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.16
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		37.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.45
15020 - Aircrew Training Devices Instructor (Rated)		35.64
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		29.45
15060 - Educational Technologist		36.20

15070 - Flight Instructor (Pilot) 42.71
15080 - Graphic Artist 25.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.71
15086 - Maintenance Test Pilot Rotary Wing 42.71
15088 - Non-Maintenance Test/Co-Pilot 42.71
15090 - Technical Instructor 26.47
15095 - Technical Instructor/Course Developer 32.37
15110 - Test Proctor 21.36
15120 - Tutor 21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.75
16030 - Counter Attendant 13.75
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.75
16090 - Presser Hand 13.75
16110 - Presser Machine Drycleaning 13.75
16130 - Presser Machine Shirts 13.75
16160 - Presser Machine Wearing Apparel Laundry 13.75
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.53
16250 - Washer Machine 14.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.52
19040 - Tool And Die Maker 27.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 26.01
21040 - Material Expediter 26.01
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 19.13
21130 - Shipping/Receiving Clerk 19.13
21140 - Store Worker I 14.51
21150 - Stock Clerk 19.03
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.54
23019 - Aircraft Logs and Records Technician 31.25
23021 - Aircraft Mechanic I 35.27
23022 - Aircraft Mechanic II 36.54
23023 - Aircraft Mechanic III 37.74
23040 - Aircraft Mechanic Helper 28.05
23050 - Aircraft Painter 33.89
23060 - Aircraft Servicer 31.25
23070 - Aircraft Survival Flight Equipment Technician 33.89
23080 - Aircraft Worker 32.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.27
23110 - Appliance Mechanic 22.77
23120 - Bicycle Repairer 25.02
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 24.66
23140 - Carpet Layer 24.53
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 36.70
23182 - Electronics Technician Maintenance II 38.28
23183 - Electronics Technician Maintenance III 39.84
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 35.84
23312 - Fuel Distribution System Operator 30.20
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.27
23381 - Ground Support Equipment Servicer 31.25
23382 - Ground Support Equipment Worker 32.49
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.77
23430 - Heavy Equipment Mechanic 30.01
23440 - Heavy Equipment Operator 32.33
23460 - Instrument Mechanic 28.03
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 14.34
23510 - Locksmith 27.08
23530 - Machinery Maintenance Mechanic 26.28
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 28.03
23592 - Metrology Technician II 29.04
23593 - Metrology Technician III 29.99
23640 - Millwright 27.90
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 22.95
23790 - Pipefitter Maintenance 30.07
23810 - Plumber Maintenance 28.89
23820 - Pneudraulic Systems Mechanic 29.69
23850 - Rigger 29.69
23870 - Scale Mechanic 27.35
23890 - Sheet-Metal Worker Maintenance 26.31
23910 - Small Engine Mechanic 23.64
23931 - Telecommunications Mechanic I 35.38

23932 - Telecommunications Mechanic II	36.65
23950 - Telephone Lineman	34.33
23960 - Welder Combination Maintenance	24.24
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.82
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.26
25040 - Sewage Plant Operator	25.68
25070 - Stationary Engineer	28.26
25190 - Ventilation Equipment Tender	22.49
25210 - Water Treatment Plant Operator	25.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.03
27007 - Baggage Inspector	14.61
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.13
27101 - Guard I	14.61
27102 - Guard II	19.88
27131 - Police Officer I	29.08
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.72
28042 - Carnival Equipment Repairer	15.59
28043 - Carnival Worker	11.69
28210 - Gate Attendant/Gate Tender	16.53
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.49
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.90
28630 - Sports Official	14.73
28690 - Swimming Pool Operator	21.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.35
29020 - Hatch Tender	27.35
29030 - Line Handler	27.35
29041 - Stevedore I	26.31
29042 - Stevedore II	28.53
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.54
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.71
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.83
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 28.93
30051 - Cryogenic Technician I 28.74
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.43
30064 - Drafter/CAD Operator IV 28.84
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.01
30090 - Environmental Technician 25.95
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 27.56
30221 - Latent Fingerprint Technician I 28.74
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 20.28
30362 - Paralegal/Legal Assistant II 25.11
30363 - Paralegal/Legal Assistant III 30.72
30364 - Paralegal/Legal Assistant IV 37.17
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 31.75
30461 - Technical Writer I 27.27
30462 - Technical Writer II 33.36
30463 - Technical Writer III 40.36
30491 - Unexploded Ordnance (UXO) Technician I 28.31
30492 - Unexploded Ordnance (UXO) Technician II 34.25
30493 - Unexploded Ordnance (UXO) Technician III 41.05
30494 - Unexploded (UXO) Safety Escort 28.31
30495 - Unexploded (UXO) Sweep Personnel 28.31
30501 - Weather Forecaster I 28.74
30502 - Weather Forecaster II 34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.43
30621 - Weather Observer Senior (see 2) 25.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.25
31020 - Bus Aide 19.59
31030 - Bus Driver 24.96

31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	17.88
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	17.88
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.74
31364 - Truckdriver Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.70
99030 - Cashier	12.34
99050 - Desk Clerk	13.41
99095 - Embalmer	32.85
99130 - Flight Follower	28.31
99251 - Laboratory Animal Caretaker I	17.09
99252 - Laboratory Animal Caretaker II	18.11
99260 - Marketing Analyst	29.18
99310 - Mortician	32.85
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	14.56
99710 - Recycling Laborer	22.90
99711 - Recycling Specialist	25.78
99730 - Refuse Collector	20.87
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	14.13
99830 - Survey Party Chief	29.96
99831 - Surveying Aide	18.76
99832 - Surveying Technician	22.68
99840 - Vending Machine Attendant	20.31
99841 - Vending Machine Repairer	23.53
99842 - Vending Machine Repairer Helper	20.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4095
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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 Southwich 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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.42
01012 - Accounting Clerk II	18.44
01013 - Accounting Clerk III	20.62
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	18.05
01052 - Data Entry Operator II	19.70
01060 - Dispatcher Motor Vehicle	21.37
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	16.30
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	26.01
01290 - Rental Clerk	16.25
01300 - Scheduler Maintenance	18.26
01311 - Secretary I	18.26
01312 - Secretary II	20.43
01313 - Secretary III	22.78
01320 - Service Order Dispatcher	19.35
01410 - Supply Technician	28.64
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.32
05010 - Automotive Electrician	20.32
05040 - Automotive Glass Installer	19.49
05070 - Automotive Worker	19.49
05110 - Mobile Equipment Servicer	17.82
05130 - Motor Equipment Metal Mechanic	21.15
05160 - Motor Equipment Metal Worker	19.49
05190 - Motor Vehicle Mechanic	21.15

05220 - Motor Vehicle Mechanic Helper	16.82
05250 - Motor Vehicle Upholstery Worker	18.74
05280 - Motor Vehicle Wrecker	19.49
05310 - Painter Automotive	20.32
05340 - Radiator Repair Specialist	19.49
05370 - Tire Repairer	15.43
05400 - Transmission Repair Specialist	21.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.75
07041 - Cook I	18.11
07042 - Cook II	19.80
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.77
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.86
09040 - Furniture Handler	16.45
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.06
09110 - Furniture Repairer Minor	20.90
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.63
11060 - Elevator Operator	16.43
11090 - Gardener	21.68
11122 - Housekeeping Aide	16.43
11150 - Janitor	16.43
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	18.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	40.08
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic Technologist	28.43
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
12160 - Medical Record Clerk	19.11

12190 - Medical Record Technician		22.49
12195 - Medical Transcriptionist		19.91
12210 - Nuclear Medicine Technologist		42.83
12221 - Nursing Assistant I		12.77
12222 - Nursing Assistant II		14.35
12223 - Nursing Assistant III		15.66
12224 - Nursing Assistant IV		17.59
12235 - Optical Dispenser		24.88
12236 - Optical Technician		22.71
12250 - Pharmacy Technician		17.01
12280 - Phlebotomist		19.60
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		31.47
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
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		19.25
13061 - Media Specialist I		21.27
13062 - Media Specialist II		23.79
13063 - Media Specialist III		26.52
13071 - Photographer I		16.47
13072 - Photographer II		20.21
13073 - Photographer III		23.37
13074 - Photographer IV		28.59
13075 - Photographer V		35.87
13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		22.50
14000 - Information Technology Occupations		
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)	

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.51
14160 - Personal Computer Support Technician		27.68
14170 - System Support Specialist		39.52
15000 - Instructional Occupations		
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		26.08
15095 - Technical Instructor/Course Developer		31.90
15110 - Test Proctor		21.05
15120 - Tutor		21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.16
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.98
21030 - Material Coordinator		26.01
21040 - Material Expediter		26.01
21050 - Material Handling Laborer		15.62
21071 - Order Filler		15.11
21080 - Production Line Worker (Food Processing)		18.98
21110 - Shipping Packer		19.41
21130 - Shipping/Receiving Clerk		19.41
21140 - Store Worker I		14.96
21150 - Stock Clerk		19.62
21210 - Tools And Parts Attendant		18.98

21410 - Warehouse Specialist 18.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.18
23019 - Aircraft Logs and Records Technician 31.79
23021 - Aircraft Mechanic I 35.89
23022 - Aircraft Mechanic II 37.18
23023 - Aircraft Mechanic III 38.59
23040 - Aircraft Mechanic Helper 28.54
23050 - Aircraft Painter 34.48
23060 - Aircraft Servicer 31.79
23070 - Aircraft Survival Flight Equipment Technician 34.48
23080 - Aircraft Worker 33.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.89
23110 - Appliance Mechanic 22.34
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 25.66
23140 - Carpet Layer 23.56
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 35.77
23182 - Electronics Technician Maintenance II 37.22
23183 - Electronics Technician Maintenance III 39.23
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 38.03
23312 - Fuel Distribution System Operator 32.31
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.89
23381 - Ground Support Equipment Servicer 31.79
23382 - Ground Support Equipment Worker 33.06
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
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 29.47
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 15.62
23510 - Locksmith 28.04
23530 - Machinery Maintenance Mechanic 25.37
23550 - Machinist Maintenance 23.28
23580 - Maintenance Trades Helper 16.08

23591 - Metrology Technician I	29.47
23592 - Metrology Technician II	30.53
23593 - Metrology Technician III	31.68
23640 - Millwright	29.01
23710 - Office Appliance Repairer	23.93
23760 - Painter Maintenance	22.95
23790 - Pipefitter Maintenance	30.83
23810 - Plumber Maintenance	29.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker Maintenance	28.94
23910 - Small Engine Mechanic	19.44
23931 - Telecommunications Mechanic I	40.98
23932 - Telecommunications Mechanic II	42.46
23950 - Telephone Lineman	34.33
23960 - Welder Combination Maintenance	24.98
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	14.44
24580 - Child Care Center Clerk	18.02
24610 - Chore Aide	15.20
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.21
25040 - Sewage Plant Operator	27.38
25070 - Stationary Engineer	28.21
25190 - Ventilation Equipment Tender	22.43
25210 - Water Treatment Plant Operator	27.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.73
27007 - Baggage Inspector	14.74
27008 - Corrections Officer	25.39
27010 - Court Security Officer	26.59
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	25.39
27070 - Firefighter	27.79
27101 - Guard I	14.74
27102 - Guard II	18.61
27131 - Police Officer I	29.06
27132 - Police Officer II	32.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.19
28042 - Carnival Equipment Repairer	15.35
28043 - Carnival Worker	12.86

28210 - Gate Attendant/Gate Tender 17.59
28310 - Lifeguard 13.63
28350 - Park Attendant (Aide) 19.67
28510 - Recreation Aide/Health Facility Attendant 14.35
28515 - Recreation Specialist 24.37
28630 - Sports Official 15.66
28690 - Swimming Pool Operator 20.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.35
29020 - Hatch Tender 27.35
29030 - Line Handler 27.35
29041 - Stevedore I 26.31
29042 - Stevedore II 28.53
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.99
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.03
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.17
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 20.95
30023 - Archeological Technician III 25.95
30030 - Cartographic Technician 25.95
30040 - Civil Engineering Technician 28.93
30051 - Cryogenic Technician I 28.74
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 20.95
30063 - Drafter/CAD Operator III 23.36
30064 - Drafter/CAD Operator IV 28.74
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.01
30090 - Environmental Technician 25.95
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 29.12
30221 - Latent Fingerprint Technician I 28.74
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 28.55
30361 - Paralegal/Legal Assistant I 20.28
30362 - Paralegal/Legal Assistant II 25.11
30363 - Paralegal/Legal Assistant III 30.72
30364 - Paralegal/Legal Assistant IV 37.17
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 25.95
30395 - Radiation Control Technician 31.75
30461 - Technical Writer I 27.27
30462 - Technical Writer II 33.36
30463 - Technical Writer III 40.36

30491 - Unexploded Ordnance (UXO) Technician I		28.59
30492 - Unexploded Ordnance (UXO) Technician II		34.59
30493 - Unexploded Ordnance (UXO) Technician III		41.46
30494 - Unexploded (UXO) Safety Escort		28.59
30495 - Unexploded (UXO) Sweep Personnel		28.59
30501 - Weather Forecaster I		28.74
30502 - Weather Forecaster II		34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.36
30621 - Weather Observer Senior	(see 2)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.59
31020 - Bus Aide		18.79
31030 - Bus Driver		25.76
31043 - Driver Courier		17.60
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		17.88
31310 - Taxi Driver		15.57
31361 - Truckdriver Light		18.65
31362 - Truckdriver Medium		19.61
31363 - Truckdriver Heavy		23.48
31364 - Truckdriver Tractor-Trailer		23.48
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.87
99030 - Cashier		13.29
99050 - Desk Clerk		14.05
99095 - Embalmer		29.67
99130 - Flight Follower		28.59
99251 - Laboratory Animal Caretaker I		18.80
99252 - Laboratory Animal Caretaker II		19.92
99260 - Marketing Analyst		29.36
99310 - Mortician		30.30
99410 - Pest Controller		20.76
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		21.34
99711 - Recycling Specialist		24.55
99730 - Refuse Collector		19.45
99810 - Sales Clerk		13.98
99820 - School Crossing Guard		14.42
99830 - Survey Party Chief		25.60
99831 - Surveying Aide		16.76
99832 - Surveying Technician		22.97
99840 - Vending Machine Attendant		20.95
99841 - Vending Machine Repairer		24.27
99842 - Vending Machine Repairer Helper		20.95

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4096
Revision No.: 15
Date Of Last Revision: 04/13/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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 Southwich 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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		19.99
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		17.26
01052 - Data Entry Operator II		18.84
01060 - Dispatcher Motor Vehicle		21.37
01070 - Document Preparation Clerk		17.93
01090 - Duplicating Machine Operator		17.93
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		15.22
01191 - Order Clerk I		17.72
01192 - Order Clerk II		19.35
01261 - Personnel Assistant (Employment) I		16.73
01262 - Personnel Assistant (Employment) II		18.72
01263 - Personnel Assistant (Employment) III		20.87
01270 - Production Control Clerk		26.01
01290 - Rental Clerk		16.25
01300 - Scheduler Maintenance		18.26
01311 - Secretary I		18.26
01312 - Secretary II		20.43
01313 - Secretary III		22.78
01320 - Service Order Dispatcher		19.35
01410 - Supply Technician		28.64
01420 - Survey Worker		18.55
01460 - Switchboard Operator/Receptionist		15.36
01531 - Travel Clerk I		14.05
01532 - Travel Clerk II		15.32
01533 - Travel Clerk III		16.66
01611 - Word Processor I		17.23
01612 - Word Processor II		19.34
01613 - Word Processor III		21.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		25.32
05010 - Automotive Electrician		20.32
05040 - Automotive Glass Installer		19.49
05070 - Automotive Worker		19.49
05110 - Mobile Equipment Servicer		17.82

05130 - Motor Equipment Metal Mechanic	21.15
05160 - Motor Equipment Metal Worker	19.49
05190 - Motor Vehicle Mechanic	21.15
05220 - Motor Vehicle Mechanic Helper	16.82
05250 - Motor Vehicle Upholstery Worker	18.74
05280 - Motor Vehicle Wrecker	19.49
05310 - Painter Automotive	20.32
05340 - Radiator Repair Specialist	19.49
05370 - Tire Repairer	14.03
05400 - Transmission Repair Specialist	21.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	17.45
07042 - Cook II	19.08
07070 - Dishwasher	12.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	21.62
07260 - Waiter/Waitress	13.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer Minor	19.00
09130 - Upholsterer	18.67
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.30
11090 - Gardener	20.02
11122 - Housekeeping Aide	15.30
11150 - Janitor	15.30
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	12.91
11260 - Pruner	14.98
11270 - Tractor Operator	18.90
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	24.59
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.35
12020 - Dental Assistant	21.00
12025 - Dental Hygienist	40.08
12030 - EKG Technician	28.43
12035 - Electroneurodiagnostic Technologist	28.43
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.42

12100 - Medical Assistant 18.41
12130 - Medical Laboratory Technician 27.87
12160 - Medical Record Clerk 17.37
12190 - Medical Record Technician 21.37
12195 - Medical Transcriptionist 19.91
12210 - Nuclear Medicine Technologist 39.64
12221 - Nursing Assistant I 12.71
12222 - Nursing Assistant II 14.29
12223 - Nursing Assistant III 15.59
12224 - Nursing Assistant IV 17.49
12235 - Optical Dispenser 22.62
12236 - Optical Technician 21.98
12250 - Pharmacy Technician 16.41
12280 - Phlebotomist 19.44
12305 - Radiologic Technologist 30.60
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 43.75
12316 - Registered Nurse IV 52.44
12317 - Scheduler (Drug and Alcohol Testing) 30.46
12320 - Substance Abuse Treatment Counselor 24.25
13000 - Information And Arts Occupations
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 19.25
13061 - Media Specialist I 21.27
13062 - Media Specialist II 23.79
13063 - Media Specialist III 26.52
13071 - Photographer I 16.47
13072 - Photographer II 20.21
13073 - Photographer III 23.37
13074 - Photographer IV 28.59
13075 - Photographer V 35.87
13090 - Technical Order Library Clerk 21.72
13110 - Video Teleconference Technician 22.46
14000 - Information Technology Occupations
14041 - Computer Operator I 17.74
14042 - Computer Operator II 20.31
14043 - Computer Operator III 22.50
14044 - Computer Operator IV 25.16

14045 - Computer Operator V		27.87
14071 - Computer Programmer I	(see 1)	23.30
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.74
14160 - Personal Computer Support Technician		25.16
14170 - System Support Specialist		37.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		30.76
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		25.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.71
15086 - Maintenance Test Pilot Rotary Wing		42.71
15088 - Non-Maintenance Test/Co-Pilot		42.71
15090 - Technical Instructor		24.70
15095 - Technical Instructor/Course Developer		30.22
15110 - Test Proctor		19.94
15120 - Tutor		19.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.75
16030 - Counter Attendant		13.75
16040 - Dry Cleaner		15.92
16070 - Finisher Flatwork Machine		13.75
16090 - Presser Hand		13.75
16110 - Presser Machine Drycleaning		13.75
16130 - Presser Machine Shirts		13.75
16160 - Presser Machine Wearing Apparel Laundry		13.75
16190 - Sewing Machine Operator		16.58
16220 - Tailor		17.53
16250 - Washer Machine		14.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.16
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.98
21030 - Material Coordinator		26.01
21040 - Material Expediter		26.01
21050 - Material Handling Laborer		14.54
21071 - Order Filler		14.82
21080 - Production Line Worker (Food Processing)		18.98
21110 - Shipping Packer		19.13
21130 - Shipping/Receiving Clerk		19.13

21140 - Store Worker I 14.51
21150 - Stock Clerk 19.03
21210 - Tools And Parts Attendant 18.98
21410 - Warehouse Specialist 18.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.54
23019 - Aircraft Logs and Records Technician 31.25
23021 - Aircraft Mechanic I 35.27
23022 - Aircraft Mechanic II 36.54
23023 - Aircraft Mechanic III 37.74
23040 - Aircraft Mechanic Helper 28.05
23050 - Aircraft Painter 33.89
23060 - Aircraft Servicer 31.25
23070 - Aircraft Survival Flight Equipment Technician 33.89
23080 - Aircraft Worker 32.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.27
23110 - Appliance Mechanic 22.34
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 41.73
23130 - Carpenter Maintenance 24.66
23140 - Carpet Layer 23.56
23160 - Electrician Maintenance 30.93
23181 - Electronics Technician Maintenance I 32.52
23182 - Electronics Technician Maintenance II 33.84
23183 - Electronics Technician Maintenance III 35.66
23260 - Fabric Worker 26.31
23290 - Fire Alarm System Mechanic 27.51
23310 - Fire Extinguisher Repairer 25.02
23311 - Fuel Distribution System Mechanic 34.57
23312 - Fuel Distribution System Operator 29.37
23370 - General Maintenance Worker 20.60
23380 - Ground Support Equipment Mechanic 35.27
23381 - Ground Support Equipment Servicer 31.25
23382 - Ground Support Equipment Worker 32.49
23391 - Gunsmith I 25.02
23392 - Gunsmith II 27.35
23393 - Gunsmith III 29.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.77
23430 - Heavy Equipment Mechanic 27.13
23440 - Heavy Equipment Operator 32.33
23460 - Instrument Mechanic 28.03
23465 - Laboratory/Shelter Mechanic 28.53
23470 - Laborer 14.54
23510 - Locksmith 25.77

23530 - Machinery Maintenance Mechanic	25.37
23550 - Machinist Maintenance	23.28
23580 - Maintenance Trades Helper	14.62
23591 - Metrology Technician I	28.03
23592 - Metrology Technician II	29.04
23593 - Metrology Technician III	29.99
23640 - Millwright	27.90
23710 - Office Appliance Repairer	23.93
23760 - Painter Maintenance	22.95
23790 - Pipefitter Maintenance	30.07
23810 - Plumber Maintenance	28.89
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	27.35
23890 - Sheet-Metal Worker Maintenance	26.31
23910 - Small Engine Mechanic	19.44
23931 - Telecommunications Mechanic I	37.25
23932 - Telecommunications Mechanic II	38.60
23950 - Telephone Lineman	34.33
23960 - Welder Combination Maintenance	24.24
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	25.02
24000 - Personal Needs Occupations	
24550 - Case Manager	16.27
24570 - Child Care Attendant	13.13
24580 - Child Care Center Clerk	16.38
24610 - Chore Aide	13.82
24620 - Family Readiness And Support Services Coordinator	16.27
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.90
25040 - Sewage Plant Operator	25.68
25070 - Stationary Engineer	27.90
25190 - Ventilation Equipment Tender	22.19
25210 - Water Treatment Plant Operator	25.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.03
27007 - Baggage Inspector	14.61
27008 - Corrections Officer	24.65
27010 - Court Security Officer	25.89
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	24.65
27070 - Firefighter	27.13
27101 - Guard I	14.61
27102 - Guard II	18.61
27131 - Police Officer I	27.89
27132 - Police Officer II	30.98
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator 14.72
28042 - Carnival Equipment Repairer 13.95
28043 - Carnival Worker 11.69
28210 - Gate Attendant/Gate Tender 16.53
28310 - Lifeguard 12.39
28350 - Park Attendant (Aide) 18.49
28510 - Recreation Aide/Health Facility Attendant 13.49
28515 - Recreation Specialist 22.90
28630 - Sports Official 14.73
28690 - Swimming Pool Operator 20.61
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.35
29020 - Hatch Tender 27.35
29030 - Line Handler 27.35
29041 - Stevedore I 26.31
29042 - Stevedore II 28.53
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.54
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.71
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.83
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 20.95
30023 - Archeological Technician III 25.95
30030 - Cartographic Technician 25.95
30040 - Civil Engineering Technician 28.93
30051 - Cryogenic Technician I 28.74
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 20.95
30063 - Drafter/CAD Operator III 23.36
30064 - Drafter/CAD Operator IV 28.74
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.01
30090 - Environmental Technician 25.95
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 27.56
30221 - Latent Fingerprint Technician I 28.74
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 25.95
30361 - Paralegal/Legal Assistant I 20.28
30362 - Paralegal/Legal Assistant II 25.11
30363 - Paralegal/Legal Assistant III 30.72
30364 - Paralegal/Legal Assistant IV 37.17
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 25.95
30395 - Radiation Control Technician 31.75

30461 - Technical Writer I		27.27
30462 - Technical Writer II		33.36
30463 - Technical Writer III		40.36
30491 - Unexploded Ordnance (UXO) Technician I		28.31
30492 - Unexploded Ordnance (UXO) Technician II		34.25
30493 - Unexploded Ordnance (UXO) Technician III		41.05
30494 - Unexploded (UXO) Safety Escort		28.31
30495 - Unexploded (UXO) Sweep Personnel		28.31
30501 - Weather Forecaster I		28.74
30502 - Weather Forecaster II		34.96
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.36
30621 - Weather Observer Senior	(see 2)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.25
31020 - Bus Aide		17.08
31030 - Bus Driver		23.42
31043 - Driver Courier		16.88
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		17.88
31310 - Taxi Driver		14.15
31361 - Truckdriver Light		17.88
31362 - Truckdriver Medium		18.80
31363 - Truckdriver Heavy		22.74
31364 - Truckdriver Tractor-Trailer		22.74
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.70
99030 - Cashier		12.34
99050 - Desk Clerk		13.00
99095 - Embalmer		29.67
99130 - Flight Follower		28.31
99251 - Laboratory Animal Caretaker I		17.09
99252 - Laboratory Animal Caretaker II		18.11
99260 - Marketing Analyst		29.18
99310 - Mortician		30.30
99410 - Pest Controller		20.76
99510 - Photofinishing Worker		13.94
99710 - Recycling Laborer		21.01
99711 - Recycling Specialist		24.22
99730 - Refuse Collector		19.38
99810 - Sales Clerk		12.71
99820 - School Crossing Guard		14.13
99830 - Survey Party Chief		25.28
99831 - Surveying Aide		16.55
99832 - Surveying Technician		22.68
99840 - Vending Machine Attendant		20.31
99841 - Vending Machine Repairer		23.53
99842 - Vending Machine Repairer Helper		20.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the

authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4097
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies to the following towns in Windham county:
Brooklyn Killingly Plainfield Pomfret Putnam Sterling Thompson Woodstock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		19.67
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		16.34
01052 - Data Entry Operator II		17.83
01060 - Dispatcher Motor Vehicle		22.18
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	22.34
01141 - Messenger Courier	17.20
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	25.51
01290 - Rental Clerk	16.42
01300 - Scheduler Maintenance	17.77
01311 - Secretary I	17.77
01312 - Secretary II	19.87
01313 - Secretary III	22.21
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	28.46
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	15.68
01532 - Travel Clerk II	17.08
01533 - Travel Clerk III	18.01
01611 - Word Processor I	15.82
01612 - Word Processor II	17.77
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.72
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.38
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	23.38
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.57
05340 - Radiator Repair Specialist	21.73
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	23.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.55
07041 - Cook I	17.82
07042 - Cook II	19.41
07070 - Dishwasher	13.27
07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 24.44
09040 - Furniture Handler 19.92
09080 - Furniture Refinisher 26.25
09090 - Furniture Refinisher Helper 21.99
09110 - Furniture Repairer Minor 24.18
09130 - Upholsterer 24.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.87
11060 - Elevator Operator 14.87
11090 - Gardener 22.17
11122 - Housekeeping Aide 15.66
11150 - Janitor 15.66
11210 - Laborer Grounds Maintenance 18.40
11240 - Maid or Houseman 14.55
11260 - Pruner 17.06
11270 - Tractor Operator 20.97
11330 - Trail Maintenance Worker 18.40
11360 - Window Cleaner 16.89
12000 - Health Occupations
12010 - Ambulance Driver 22.03
12011 - Breath Alcohol Technician 25.15
12012 - Certified Occupational Therapist Assistant 32.13
12015 - Certified Physical Therapist Assistant 29.60
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 22.49
12072 - Licensed Practical Nurse II 25.15
12073 - Licensed Practical Nurse III 28.03
12100 - Medical Assistant 19.47
12130 - Medical Laboratory Technician 25.81
12160 - Medical Record Clerk 19.73
12190 - Medical Record Technician 24.29
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 27.06
12236 - Optical Technician 22.49
12250 - Pharmacy Technician 16.18
12280 - Phlebotomist 20.06
12305 - Radiologic Technologist 36.98
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30

12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		31.15
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		18.75
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		27.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.66
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.46
14160 - Personal Computer Support Technician		27.27
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.09
15020 - Aircrew Training Devices Instructor (Rated)		38.83
15030 - Air Crew Training Devices Instructor (Pilot)		46.53
15050 - Computer Based Training Specialist / Instructor		32.09
15060 - Educational Technologist		40.26
15070 - Flight Instructor (Pilot)		46.53
15080 - Graphic Artist		27.61

15085 - Maintenance Test Pilot Fixed Jet/Prop 46.53
15086 - Maintenance Test Pilot Rotary Wing 46.53
15088 - Non-Maintenance Test/Co-Pilot 46.53
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.72
19040 - Tool And Die Maker 29.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 25.51
21040 - Material Expediter 25.51
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 19.31
21130 - Shipping/Receiving Clerk 19.31
21140 - Store Worker I 15.36
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.75
23019 - Aircraft Logs and Records Technician 29.67
23021 - Aircraft Mechanic I 33.55
23022 - Aircraft Mechanic II 34.75
23023 - Aircraft Mechanic III 36.16
23040 - Aircraft Mechanic Helper 26.97
23050 - Aircraft Painter 32.22
23060 - Aircraft Servicer 29.67
23070 - Aircraft Survival Flight Equipment Technician 32.22
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.55

23110 - Appliance Mechanic 29.38
23120 - Bicycle Repairer 25.98
23125 - Cable Splicer 47.49
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 28.29
23160 - Electrician Maintenance 35.51
23181 - Electronics Technician Maintenance I 28.11
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.24
23260 - Fabric Worker 27.29
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.98
23311 - Fuel Distribution System Mechanic 34.53
23312 - Fuel Distribution System Operator 30.77
23370 - General Maintenance Worker 21.60
23380 - Ground Support Equipment Mechanic 33.55
23381 - Ground Support Equipment Servicer 29.67
23382 - Ground Support Equipment Worker 30.76
23391 - Gunsmith I 25.98
23392 - Gunsmith II 28.29
23393 - Gunsmith III 30.44
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 29.28
23465 - Laboratory/Shelter Mechanic 29.38
23470 - Laborer 14.91
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 28.11
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 22.93
23760 - Painter Maintenance 23.20
23790 - Pipefitter Maintenance 30.38
23810 - Plumber Maintenance 29.32
23820 - Pneudraulic Systems Mechanic 30.44
23850 - Rigger 30.44
23870 - Scale Mechanic 28.29
23890 - Sheet-Metal Worker Maintenance 33.15
23910 - Small Engine Mechanic 21.86
23931 - Telecommunications Mechanic I 29.96
23932 - Telecommunications Mechanic II 31.01
23950 - Telephone Lineman 36.56

23960 - Welder Combination Maintenance		22.84
23965 - Well Driller		29.28
23970 - Woodcraft Worker		30.44
23980 - Woodworker		25.98
24000 - Personal Needs Occupations		
24550 - Case Manager		19.38
24570 - Child Care Attendant		14.09
24580 - Child Care Center Clerk		17.56
24610 - Chore Aide		15.22
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.04
25040 - Sewage Plant Operator		29.09
25070 - Stationary Engineer		30.04
25190 - Ventilation Equipment Tender		24.25
25210 - Water Treatment Plant Operator		29.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		14.97
27008 - Corrections Officer		30.32
27010 - Court Security Officer		29.72
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		30.32
27070 - Firefighter		29.12
27101 - Guard I		14.97
27102 - Guard II		19.88
27131 - Police Officer I		29.08
27132 - Police Officer II		32.31
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		17.99
28043 - Carnival Worker		13.84
28210 - Gate Attendant/Gate Tender		18.03
28310 - Lifeguard		13.72
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		19.59
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
30021 - Archeological Technician I 19.95
30022 - Archeological Technician II 22.31
30023 - Archeological Technician III 27.64
30030 - Cartographic Technician 27.64
30040 - Civil Engineering Technician 28.42
30051 - Cryogenic Technician I 30.61
30052 - Cryogenic Technician II 33.81
30061 - Drafter/CAD Operator I 19.95
30062 - Drafter/CAD Operator II 22.31
30063 - Drafter/CAD Operator III 24.87
30064 - Drafter/CAD Operator IV 30.61
30081 - Engineering Technician I 18.02
30082 - Engineering Technician II 20.24
30083 - Engineering Technician III 22.64
30084 - Engineering Technician IV 28.05
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.02
30090 - Environmental Technician 26.20
30095 - Evidence Control Specialist 27.64
30210 - Laboratory Technician 24.55
30221 - Latent Fingerprint Technician I 30.61
30222 - Latent Fingerprint Technician II 33.81
30240 - Mathematical Technician 29.33
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 33.81
30390 - Photo-Optics Technician 27.64
30395 - Radiation Control Technician 33.81
30461 - Technical Writer I 27.82
30462 - Technical Writer II 34.03
30463 - Technical Writer III 41.18
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.87
30621 - Weather Observer Senior (see 2) 27.64
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 19.02
31030 - Bus Driver 24.05
31043 - Driver Courier 17.34
31260 - Parking and Lot Attendant 14.82

31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	17.58
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.75
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.47
99252 - Laboratory Animal Caretaker II	19.51
99260 - Marketing Analyst	32.92
99310 - Mortician	39.75
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	37.71
99831 - Surveying Aide	23.61
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer Helper	20.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4098
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies to the following towns in Windham county:
Brooklyn Killingly Plainfield Pomfret Putnam Sterling Thompson Woodstock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.87
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		15.29
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		17.32
01060 - Dispatcher Motor Vehicle		21.15

01070 - Document Preparation Clerk 18.28
01090 - Duplicating Machine Operator 18.28
01111 - General Clerk I 15.18
01112 - General Clerk II 16.56
01113 - General Clerk III 18.59
01120 - Housing Referral Assistant 22.34
01141 - Messenger Courier 17.20
01191 - Order Clerk I 16.97
01192 - Order Clerk II 18.51
01261 - Personnel Assistant (Employment) I 18.32
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 25.21
01290 - Rental Clerk 16.26
01300 - Scheduler Maintenance 17.58
01311 - Secretary I 17.58
01312 - Secretary II 19.67
01313 - Secretary III 22.21
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 25.87
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 15.61
01532 - Travel Clerk II 17.01
01533 - Travel Clerk III 17.94
01611 - Word Processor I 15.47
01612 - Word Processor II 17.37
01613 - Word Processor III 19.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.54
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.96
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 22.54
07000 - Food Preparation And Service Occupations
07010 - Baker 15.35
07041 - Cook I 17.08
07042 - Cook II 18.60
07070 - Dishwasher 12.48
07130 - Food Service Worker 13.10

07210 - Meat Cutter	20.77
07260 - Waiter/Waitress	13.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.84
11060 - Elevator Operator	14.78
11090 - Gardener	20.82
11122 - Housekeeping Aide	14.78
11150 - Janitor	14.78
11210 - Laborer Grounds Maintenance	17.31
11240 - Maid or Houseman	14.15
11260 - Pruner	16.04
11270 - Tractor Operator	19.70
11330 - Trail Maintenance Worker	17.31
11360 - Window Cleaner	15.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	29.58
12015 - Certified Physical Therapist Assistant	27.65
12020 - Dental Assistant	23.89
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	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	19.33
12130 - Medical Laboratory Technician	25.31
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	54.08
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.60
12236 - Optical Technician	22.11
12250 - Pharmacy Technician	15.23
12280 - Phlebotomist	19.90
12305 - Radiologic Technologist	33.62
12311 - Registered Nurse I	27.91

12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.64
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		13.71
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		18.75
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		16.97
13110 - Video Teleconference Technician		27.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.78
14043 - Computer Operator III		20.94
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.78
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.55
15020 - Aircrew Training Devices Instructor (Rated)		35.75
15030 - Air Crew Training Devices Instructor (Pilot)		42.85
15050 - Computer Based Training Specialist / Instructor		29.55

15060 - Educational Technologist 40.26
15070 - Flight Instructor (Pilot) 42.85
15080 - Graphic Artist 27.09
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.85
15086 - Maintenance Test Pilot Rotary Wing 42.85
15088 - Non-Maintenance Test/Co-Pilot 42.85
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.52
19040 - Tool And Die Maker 27.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.00
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.75
23019 - Aircraft Logs and Records Technician 29.67
23021 - Aircraft Mechanic I 33.55
23022 - Aircraft Mechanic II 34.75
23023 - Aircraft Mechanic III 36.16
23040 - Aircraft Mechanic Helper 26.97
23050 - Aircraft Painter 32.22
23060 - Aircraft Servicer 29.67
23070 - Aircraft Survival Flight Equipment Technician 32.22
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 30.76

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.55
II
23110 - Appliance Mechanic 28.26
23120 - Bicycle Repairer 25.00
23125 - Cable Splicer 44.43
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 27.22
23160 - Electrician Maintenance 35.51
23181 - Electronics Technician Maintenance I 28.11
23182 - Electronics Technician Maintenance II 29.19
23183 - Electronics Technician Maintenance III 30.24
23260 - Fabric Worker 26.25
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 31.39
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 33.55
23381 - Ground Support Equipment Servicer 29.67
23382 - Ground Support Equipment Worker 30.76
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.22
23393 - Gunsmith III 29.28
23410 - Heating Ventilation And Air-Conditioning 28.19
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.18
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.60
23440 - Heavy Equipment Operator 28.73
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.26
23470 - Laborer 14.59
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 27.68
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 22.93
23760 - Painter Maintenance 23.17
23790 - Pipefitter Maintenance 28.80
23810 - Plumber Maintenance 27.80
23820 - Pneudraulic Systems Mechanic 29.28
23850 - Rigger 29.28
23870 - Scale Mechanic 27.22
23890 - Sheet-Metal Worker Maintenance 30.14
23910 - Small Engine Mechanic 21.49

23931 - Telecommunications Mechanic I 27.65
23932 - Telecommunications Mechanic II 28.62
23950 - Telephone Lineman 36.56
23960 - Welder Combination Maintenance 22.84
23965 - Well Driller 29.28
23970 - Woodcraft Worker 29.28
23980 - Woodworker 25.00
24000 - Personal Needs Occupations
24550 - Case Manager 19.38
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 17.44
24610 - Chore Aide 13.84
24620 - Family Readiness And Support Services Coordinator 19.38
24630 - Homemaker 22.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.44
25040 - Sewage Plant Operator 27.08
25070 - Stationary Engineer 29.44
25190 - Ventilation Equipment Tender 23.78
25210 - Water Treatment Plant Operator 27.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.74
27007 - Baggage Inspector 14.97
27008 - Corrections Officer 29.45
27010 - Court Security Officer 28.91
27030 - Detection Dog Handler 19.88
27040 - Detention Officer 29.45
27070 - Firefighter 28.37
27101 - Guard I 14.97
27102 - Guard II 19.88
27131 - Police Officer I 29.08
27132 - Police Officer II 32.31
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.69
28042 - Carnival Equipment Repairer 16.59
28043 - Carnival Worker 12.76
28210 - Gate Attendant/Gate Tender 16.40
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 18.36
28510 - Recreation Aide/Health Facility Attendant 13.39
28515 - Recreation Specialist 22.74
28630 - Sports Official 14.61
28690 - Swimming Pool Operator 18.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.19
29020 - Hatch Tender 28.19
29030 - Line Handler 28.19
29041 - Stevedore I 27.19
29042 - Stevedore II 29.27

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
30021 - Archeological Technician I		18.90
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.45
30051 - Cryogenic Technician I		29.02
30052 - Cryogenic Technician II		32.05
30061 - Drafter/CAD Operator I		18.90
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.58
30064 - Drafter/CAD Operator IV		29.02
30081 - Engineering Technician I		18.02
30082 - Engineering Technician II		20.24
30083 - Engineering Technician III		22.64
30084 - Engineering Technician IV		28.05
30085 - Engineering Technician V		33.90
30086 - Engineering Technician VI		41.02
30090 - Environmental Technician		26.20
30095 - Evidence Control Specialist		26.20
30210 - Laboratory Technician		24.02
30221 - Latent Fingerprint Technician I		29.02
30222 - Latent Fingerprint Technician II		32.05
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		21.98
30362 - Paralegal/Legal Assistant II		27.23
30363 - Paralegal/Legal Assistant III		33.31
30364 - Paralegal/Legal Assistant IV		40.29
30375 - Petroleum Supply Specialist		32.05
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		32.05
30461 - Technical Writer I		27.82
30462 - Technical Writer II		34.03
30463 - Technical Writer III		41.18
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.58
30621 - Weather Observer Senior	(see 2)	26.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		19.02

31030 - Bus Driver	24.05
31043 - Driver Courier	16.15
31260 - Parking and Lot Attendant	14.19
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	24.94
31364 - Truckdriver Tractor-Trailer	24.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.61
99050 - Desk Clerk	13.69
99095 - Embalmer	39.75
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	16.79
99252 - Laboratory Animal Caretaker II	17.74
99260 - Marketing Analyst	32.92
99310 - Mortician	39.75
99410 - Pest Controller	19.84
99510 - Photofinishing Worker	16.02
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.17
99730 - Refuse Collector	22.10
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	37.71
99831 - Surveying Aide	23.61
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.10
99842 - Vending Machine Repairer Helper	20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4099
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination applies to the following towns in Worcester county:
Lancaster Upton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
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		16.34
01052 - Data Entry Operator II		17.83
01060 - Dispatcher Motor Vehicle		22.18
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 17.48
01262 - Personnel Assistant (Employment) II 19.55
01263 - Personnel Assistant (Employment) III 21.79
01270 - Production Control Clerk 25.51
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 19.84
01410 - Supply Technician 28.46
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 16.08
01531 - Travel Clerk I 15.68
01532 - Travel Clerk II 17.08
01533 - Travel Clerk III 18.01
01611 - Word Processor I 16.11
01612 - Word Processor II 18.08
01613 - Word Processor III 20.22
05000 - Automotive Service Occupations
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.55
07041 - Cook I 17.82
07042 - Cook II 19.41
07070 - Dishwasher 13.27
07130 - Food Service Worker 14.13
07210 - Meat Cutter 21.53
07260 - Waiter/Waitress 13.85
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	32.13
12015 - Certified Physical Therapist Assistant	29.60
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	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
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	27.06
12236 - Optical Technician	22.49
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	48.63

12315 - Registered Nurse III Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		31.15
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
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		16.25
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.75
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.43
13063 - Media Specialist III		23.88
13071 - Photographer I		18.61
13072 - Photographer II		20.81
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		27.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
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 46.53
15086 - Maintenance Test Pilot Rotary Wing 46.53
15088 - Non-Maintenance Test/Co-Pilot 46.53
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.23
16030 - Counter Attendant 13.23
16040 - Dry Cleaner 15.49
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 16.14
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.72
19040 - Tool And Die Maker 29.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.72
21030 - Material Coordinator 25.51
21040 - Material Expediter 25.51
21050 - Material Handling Laborer 14.91
21071 - Order Filler 16.17
21080 - Production Line Worker (Food Processing) 17.72
21110 - Shipping Packer 19.31
21130 - Shipping/Receiving Clerk 19.31
21140 - Store Worker I 15.36
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 17.72
21410 - Warehouse Specialist 17.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.77
23019 - Aircraft Logs and Records Technician 28.09
23021 - Aircraft Mechanic I 34.14
23022 - Aircraft Mechanic II 35.77
23023 - Aircraft Mechanic III 36.92
23040 - Aircraft Mechanic Helper 24.99
23050 - Aircraft Painter 29.50
23060 - Aircraft Servicer 28.09
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 34.14

23110 - Appliance Mechanic 29.38
23120 - Bicycle Repairer 25.18
23125 - Cable Splicer 47.49
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 28.29
23160 - Electrician Maintenance 35.91
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 27.29
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.98
23311 - Fuel Distribution System Mechanic 31.11
23312 - Fuel Distribution System Operator 25.49
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 28.09
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.98
23392 - Gunsmith II 28.29
23393 - Gunsmith III 30.44
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 29.28
23465 - Laboratory/Shelter Mechanic 29.38
23470 - Laborer 15.05
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 28.11
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 30.38
23810 - Plumber Maintenance 29.32
23820 - Pneudraulic Systems Mechanic 30.44
23850 - Rigger 30.44
23870 - Scale Mechanic 28.29
23890 - Sheet-Metal Worker Maintenance 33.15
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 29.96
23932 - Telecommunications Mechanic II 31.01
23950 - Telephone Lineman 36.83

23960 - Welder Combination Maintenance		25.30
23965 - Well Driller		29.28
23970 - Woodcraft Worker		30.44
23980 - Woodworker		25.98
24000 - Personal Needs Occupations		
24550 - Case Manager		15.78
24570 - Child Care Attendant		14.11
24580 - Child Care Center Clerk		17.60
24610 - Chore Aide		15.26
24620 - Family Readiness And Support Services Coordinator		15.78
24630 - Homemaker		19.55
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.04
25040 - Sewage Plant Operator		29.09
25070 - Stationary Engineer		30.04
25190 - Ventilation Equipment Tender		24.25
25210 - Water Treatment Plant Operator		29.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		15.85
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		15.85
27102 - Guard II		18.95
27131 - Police Officer I		27.85
27132 - Police Officer II		30.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		17.99
28043 - Carnival Worker		13.84
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		19.59
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 28.42
30051 - Cryogenic Technician I 30.61
30052 - Cryogenic Technician II 33.81
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 18.02
30082 - Engineering Technician II 20.24
30083 - Engineering Technician III 22.64
30084 - Engineering Technician IV 28.05
30085 - Engineering Technician V 34.31
30086 - Engineering Technician VI 41.50
30090 - Environmental Technician 28.49
30095 - Evidence Control Specialist 27.64
30210 - Laboratory Technician 24.55
30221 - Latent Fingerprint Technician I 30.61
30222 - Latent Fingerprint Technician II 33.81
30240 - Mathematical Technician 32.12
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 33.81
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.81
30461 - Technical Writer I 28.66
30462 - Technical Writer II 35.06
30463 - Technical Writer III 42.43
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 19.02
31030 - Bus Driver 24.05
31043 - Driver Courier 17.34
31260 - Parking and Lot Attendant 14.82

31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.60
99252 - Laboratory Animal Caretaker II	19.66
99260 - Marketing Analyst	32.92
99310 - Mortician	39.85
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	16.82
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.38
99831 - Surveying Aide	20.76
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer Helper	20.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4100
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Massachusetts

This wage determination applies to the following towns in Worcester county:
Lancaster Upton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.87
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		15.29
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		17.32
01060 - Dispatcher Motor Vehicle		21.15

01070 - Document Preparation Clerk 18.28
01090 - Duplicating Machine Operator 18.28
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 16.97
01192 - Order Clerk II 18.51
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.51
01263 - Personnel Assistant (Employment) III 21.75
01270 - Production Control Clerk 25.21
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 25.87
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 15.61
01532 - Travel Clerk II 17.01
01533 - Travel Clerk III 17.94
01611 - Word Processor I 16.11
01612 - Word Processor II 18.08
01613 - Word Processor III 20.22
05000 - Automotive Service Occupations
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 19.25
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 18.20
05250 - Motor Vehicle Upholstery Worker 20.21
05280 - Motor Vehicle Wrecker 21.02
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 21.02
05370 - Tire Repairer 14.94
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.35
07041 - Cook I 17.08
07042 - Cook II 18.60
07070 - Dishwasher 12.48
07130 - Food Service Worker 13.10

07210 - Meat Cutter 20.77
07260 - Waiter/Waitress 13.85
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.02
09040 - Furniture Handler 15.46
09080 - Furniture Refinisher 21.02
09090 - Furniture Refinisher Helper 17.58
09110 - Furniture Repairer Minor 19.53
09130 - Upholsterer 21.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.84
11060 - Elevator Operator 14.78
11090 - Gardener 20.83
11122 - Housekeeping Aide 14.78
11150 - Janitor 14.78
11210 - Laborer Grounds Maintenance 17.31
11240 - Maid or Houseman 14.15
11260 - Pruner 16.04
11270 - Tractor Operator 19.71
11330 - Trail Maintenance Worker 17.31
11360 - Window Cleaner 15.95
12000 - Health Occupations
12010 - Ambulance Driver 22.03
12011 - Breath Alcohol Technician 24.74
12012 - Certified Occupational Therapist Assistant 29.58
12015 - Certified Physical Therapist Assistant 27.65
12020 - Dental Assistant 23.89
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 22.11
12072 - Licensed Practical Nurse II 24.74
12073 - Licensed Practical Nurse III 27.58
12100 - Medical Assistant 19.33
12130 - Medical Laboratory Technician 25.31
12160 - Medical Record Clerk 19.73
12190 - Medical Record Technician 24.29
12195 - Medical Transcriptionist 19.08
12210 - Nuclear Medicine Technologist 53.52
12221 - Nursing Assistant I 12.26
12222 - Nursing Assistant II 13.78
12223 - Nursing Assistant III 15.04
12224 - Nursing Assistant IV 16.88
12235 - Optical Dispenser 24.60
12236 - Optical Technician 22.11
12250 - Pharmacy Technician 20.80
12280 - Phlebotomist 19.90
12305 - Radiologic Technologist 36.21
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)		30.20
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
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		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.75
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.63
13063 - Media Specialist III		23.00
13071 - Photographer I		18.51
13072 - Photographer II		20.72
13073 - Photographer III		25.66
13074 - Photographer IV		31.39
13075 - Photographer V		37.97
13090 - Technical Order Library Clerk		16.97
13110 - Video Teleconference Technician		27.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
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 42.85
15086 - Maintenance Test Pilot Rotary Wing 42.85
15088 - Non-Maintenance Test/Co-Pilot 42.85
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.24
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.10
16220 - Tailor 15.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 27.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.72
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 14.59
21071 - Order Filler 16.17
21080 - Production Line Worker (Food Processing) 17.72
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.00
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 17.72
21410 - Warehouse Specialist 17.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.77
23019 - Aircraft Logs and Records Technician 28.09
23021 - Aircraft Mechanic I 34.14
23022 - Aircraft Mechanic II 35.77
23023 - Aircraft Mechanic III 36.92
23040 - Aircraft Mechanic Helper 24.99
23050 - Aircraft Painter 29.50
23060 - Aircraft Servicer 28.09
23070 - Aircraft Survival Flight Equipment Technician 29.50
23080 - Aircraft Worker 29.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.08

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.14
II
23110 - Appliance Mechanic 28.26
23120 - Bicycle Repairer 22.89
23125 - Cable Splicer 44.43
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 27.22
23160 - Electrician Maintenance 35.91
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 26.25
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 28.28
23312 - Fuel Distribution System Operator 23.17
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 28.09
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.22
23393 - Gunsmith III 29.28
23410 - Heating Ventilation And Air-Conditioning 28.19
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.18
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.60
23440 - Heavy Equipment Operator 28.89
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.26
23470 - Laborer 15.05
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 27.68
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 28.80
23810 - Plumber Maintenance 27.80
23820 - Pneudraulic Systems Mechanic 29.28
23850 - Rigger 29.28
23870 - Scale Mechanic 27.22
23890 - Sheet-Metal Worker Maintenance 30.14
23910 - Small Engine Mechanic 23.18

23931 - Telecommunications Mechanic I 27.79
23932 - Telecommunications Mechanic II 29.70
23950 - Telephone Lineman 36.83
23960 - Welder Combination Maintenance 25.30
23965 - Well Driller 29.28
23970 - Woodcraft Worker 29.28
23980 - Woodworker 25.00
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.11
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 13.87
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 19.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.44
25040 - Sewage Plant Operator 27.08
25070 - Stationary Engineer 29.44
25190 - Ventilation Equipment Tender 23.78
25210 - Water Treatment Plant Operator 27.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.74
27007 - Baggage Inspector 15.85
27008 - Corrections Officer 29.45
27010 - Court Security Officer 28.91
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 29.45
27070 - Firefighter 28.37
27101 - Guard I 15.85
27102 - Guard II 18.95
27131 - Police Officer I 26.92
27132 - Police Officer II 29.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.69
28042 - Carnival Equipment Repairer 16.59
28043 - Carnival Worker 12.76
28210 - Gate Attendant/Gate Tender 16.40
28310 - Lifeguard 13.45
28350 - Park Attendant (Aide) 18.36
28510 - Recreation Aide/Health Facility Attendant 13.58
28515 - Recreation Specialist 22.74
28630 - Sports Official 14.61
28690 - Swimming Pool Operator 19.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.19
29020 - Hatch Tender 28.19
29030 - Line Handler 28.19
29041 - Stevedore I 27.19
29042 - Stevedore II 29.27

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
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		27.45
30051 - Cryogenic Technician I		29.02
30052 - Cryogenic Technician II		32.05
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		18.02
30082 - Engineering Technician II		20.24
30083 - Engineering Technician III		22.64
30084 - Engineering Technician IV		28.05
30085 - Engineering Technician V		34.31
30086 - Engineering Technician VI		41.50
30090 - Environmental Technician		28.49
30095 - Evidence Control Specialist		26.20
30210 - Laboratory Technician		24.02
30221 - Latent Fingerprint Technician I		29.02
30222 - Latent Fingerprint Technician II		32.05
30240 - Mathematical Technician		29.20
30361 - Paralegal/Legal Assistant I		21.98
30362 - Paralegal/Legal Assistant II		27.23
30363 - Paralegal/Legal Assistant III		33.31
30364 - Paralegal/Legal Assistant IV		40.29
30375 - Petroleum Supply Specialist		32.05
30390 - Photo-Optics Technician		29.20
30395 - Radiation Control Technician		32.05
30461 - Technical Writer I		28.66
30462 - Technical Writer II		35.06
30463 - Technical Writer III		42.43
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		32.34
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		19.02

31030 - Bus Driver	24.05
31043 - Driver Courier	16.15
31260 - Parking and Lot Attendant	14.19
31290 - Shuttle Bus Driver	17.07
31310 - Taxi Driver	14.77
31361 - Truckdriver Light	17.07
31362 - Truckdriver Medium	18.70
31363 - Truckdriver Heavy	24.94
31364 - Truckdriver Tractor-Trailer	24.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.61
99050 - Desk Clerk	13.70
99095 - Embalmer	39.85
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	17.67
99252 - Laboratory Animal Caretaker II	18.95
99260 - Marketing Analyst	32.92
99310 - Mortician	39.85
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	16.82
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.17
99730 - Refuse Collector	22.10
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.38
99831 - Surveying Aide	20.76
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.06
99841 - Vending Machine Repairer	23.10
99842 - Vending Machine Repairer Helper	20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4101
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following localities in Massachusetts:

Hampden county: Brimfield Holland

Worcester county: Hubbardston New Braintree Oakham Sturbridge Warren West Brookfield

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
01035 - Court Reporter		19.44
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		16.34
01052 - Data Entry Operator II		17.83

01060 - Dispatcher Motor Vehicle 22.18
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 22.15
01141 - Messenger Courier 17.20
01191 - Order Clerk I 16.98
01192 - Order Clerk II 18.53
01261 - Personnel Assistant (Employment) I 17.48
01262 - Personnel Assistant (Employment) II 19.55
01263 - Personnel Assistant (Employment) III 21.79
01270 - Production Control Clerk 25.51
01290 - Rental Clerk 16.42
01300 - Scheduler Maintenance 17.77
01311 - Secretary I 17.77
01312 - Secretary II 19.87
01313 - Secretary III 22.15
01320 - Service Order Dispatcher 19.84
01410 - Supply Technician 28.46
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 16.08
01531 - Travel Clerk I 15.68
01532 - Travel Clerk II 17.08
01533 - Travel Clerk III 18.01
01611 - Word Processor I 15.82
01612 - Word Processor II 17.77
01613 - Word Processor III 19.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.55
07041 - Cook I 17.82
07042 - Cook II 19.41
07070 - Dishwasher 13.27

07130 - Food Service Worker 14.13
07210 - Meat Cutter 21.53
07260 - Waiter/Waitress 13.75
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.70
09040 - Furniture Handler 15.46
09080 - Furniture Refinisher 21.02
09090 - Furniture Refinisher Helper 17.58
09110 - Furniture Repairer Minor 19.53
09130 - Upholsterer 21.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.87
11060 - Elevator Operator 14.87
11090 - Gardener 22.17
11122 - Housekeeping Aide 15.66
11150 - Janitor 15.66
11210 - Laborer Grounds Maintenance 18.40
11240 - Maid or Houseman 14.55
11260 - Pruner 17.06
11270 - Tractor Operator 20.97
11330 - Trail Maintenance Worker 18.40
11360 - Window Cleaner 16.89
12000 - Health Occupations
12010 - Ambulance Driver 22.03
12011 - Breath Alcohol Technician 25.15
12012 - Certified Occupational Therapist Assistant 32.13
12015 - Certified Physical Therapist Assistant 29.60
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 22.49
12072 - Licensed Practical Nurse II 25.15
12073 - Licensed Practical Nurse III 28.03
12100 - Medical Assistant 19.47
12130 - Medical Laboratory Technician 25.81
12160 - Medical Record Clerk 19.73
12190 - Medical Record Technician 24.29
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 27.03
12236 - Optical Technician 22.49
12250 - Pharmacy Technician 16.18
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		31.15
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.43
13012 - Exhibits Specialist II		26.55
13013 - Exhibits Specialist III		32.47
13041 - Illustrator I		21.43
13042 - Illustrator II		26.55
13043 - Illustrator III		32.47
13047 - Librarian		29.40
13050 - Library Aide/Clerk		15.68
13054 - Library Information Technology Systems Administrator		26.55
13058 - Library Technician		18.75
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.43
13063 - Media Specialist III		23.88
13071 - Photographer I		18.61
13072 - Photographer II		20.81
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		27.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.66
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		25.59
14045 - Computer Operator V		26.19
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.46
14160 - Personal Computer Support Technician		25.59
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.09
15020 - Aircrew Training Devices Instructor (Rated)		38.83
15030 - Air Crew Training Devices Instructor (Pilot)		46.53

15050 - Computer Based Training Specialist / Instructor 32.09
15060 - Educational Technologist 39.71
15070 - Flight Instructor (Pilot) 46.53
15080 - Graphic Artist 27.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.53
15086 - Maintenance Test Pilot Rotary Wing 46.53
15088 - Non-Maintenance Test/Co-Pilot 46.53
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.72
19040 - Tool And Die Maker 29.36
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.98
21030 - Material Coordinator 25.51
21040 - Material Expediter 25.51
21050 - Material Handling Laborer 14.91
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 18.98
21110 - Shipping Packer 19.31
21130 - Shipping/Receiving Clerk 19.31
21140 - Store Worker I 15.36
21150 - Stock Clerk 19.29
21210 - Tools And Parts Attendant 18.98
21410 - Warehouse Specialist 18.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.50
23019 - Aircraft Logs and Records Technician 27.29
23021 - Aircraft Mechanic I 30.44
23022 - Aircraft Mechanic II 31.50
23023 - Aircraft Mechanic III 32.52
23040 - Aircraft Mechanic Helper 24.63
23050 - Aircraft Painter 29.38
23060 - Aircraft Servicer 27.29
23070 - Aircraft Survival Flight Equipment Technician 29.38
23080 - Aircraft Worker 28.29

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.44
23110 - Appliance Mechanic 26.91
23120 - Bicycle Repairer 23.44
23125 - Cable Splicer 47.49
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 28.29
23160 - Electrician Maintenance 33.62
23181 - Electronics Technician Maintenance I 27.56
23182 - Electronics Technician Maintenance II 28.61
23183 - Electronics Technician Maintenance III 29.64
23260 - Fabric Worker 27.29
23290 - Fire Alarm System Mechanic 32.95
23310 - Fire Extinguisher Repairer 25.98
23311 - Fuel Distribution System Mechanic 29.84
23312 - Fuel Distribution System Operator 25.49
23370 - General Maintenance Worker 21.60
23380 - Ground Support Equipment Mechanic 30.44
23381 - Ground Support Equipment Servicer 27.29
23382 - Ground Support Equipment Worker 28.29
23391 - Gunsmith I 25.98
23392 - Gunsmith II 28.29
23393 - Gunsmith III 30.44
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 29.28
23465 - Laboratory/Shelter Mechanic 29.38
23470 - Laborer 14.91
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 28.11
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 17.99
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 26.84
23710 - Office Appliance Repairer 22.14
23760 - Painter Maintenance 23.20
23790 - Pipefitter Maintenance 30.38
23810 - Plumber Maintenance 29.32
23820 - Pneudraulic Systems Mechanic 30.44
23850 - Rigger 30.44
23870 - Scale Mechanic 28.29
23890 - Sheet-Metal Worker Maintenance 33.15

23910 - Small Engine Mechanic 21.86
23931 - Telecommunications Mechanic I 29.96
23932 - Telecommunications Mechanic II 31.01
23950 - Telephone Lineman 36.56
23960 - Welder Combination Maintenance 22.39
23965 - Well Driller 29.25
23970 - Woodcraft Worker 30.44
23980 - Woodworker 25.98
24000 - Personal Needs Occupations
24550 - Case Manager 15.62
24570 - Child Care Attendant 14.09
24580 - Child Care Center Clerk 17.56
24610 - Chore Aide 15.26
24620 - Family Readiness And Support Services Coordinator 15.62
24630 - Homemaker 18.54
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.04
25040 - Sewage Plant Operator 29.09
25070 - Stationary Engineer 30.04
25190 - Ventilation Equipment Tender 24.25
25210 - Water Treatment Plant Operator 29.09
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.81
27007 - Baggage Inspector 14.97
27008 - Corrections Officer 30.32
27010 - Court Security Officer 29.72
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 30.32
27070 - Firefighter 29.12
27101 - Guard I 14.97
27102 - Guard II 18.61
27131 - Police Officer I 27.85
27132 - Police Officer II 30.95
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.01
28042 - Carnival Equipment Repairer 17.99
28043 - Carnival Worker 13.84
28210 - Gate Attendant/Gate Tender 18.03
28310 - Lifeguard 13.45
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 19.59
29000 - Stevedoring/Longshoremen Occupational Services
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

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06

30021 - Archeological Technician I 19.95

30022 - Archeological Technician II 22.31

30023 - Archeological Technician III 27.64

30030 - Cartographic Technician 27.64

30040 - Civil Engineering Technician 28.42

30051 - Cryogenic Technician I 30.61

30052 - Cryogenic Technician II 33.81

30061 - Drafter/CAD Operator I 19.95

30062 - Drafter/CAD Operator II 22.31

30063 - Drafter/CAD Operator III 24.87

30064 - Drafter/CAD Operator IV 30.61

30081 - Engineering Technician I 17.69

30082 - Engineering Technician II 20.00

30083 - Engineering Technician III 22.37

30084 - Engineering Technician IV 27.71

30085 - Engineering Technician V 33.90

30086 - Engineering Technician VI 41.02

30090 - Environmental Technician 26.20

30095 - Evidence Control Specialist 27.64

30210 - Laboratory Technician 24.55

30221 - Latent Fingerprint Technician I 30.61

30222 - Latent Fingerprint Technician II 33.81

30240 - Mathematical Technician 28.82

30361 - Paralegal/Legal Assistant I 21.98

30362 - Paralegal/Legal Assistant II 27.23

30363 - Paralegal/Legal Assistant III 33.31

30364 - Paralegal/Legal Assistant IV 40.29

30375 - Petroleum Supply Specialist 33.81

30390 - Photo-Optics Technician 27.64

30395 - Radiation Control Technician 33.81

30461 - Technical Writer I 27.57

30462 - Technical Writer II 33.72

30463 - Technical Writer III 40.81

30491 - Unexploded Ordnance (UXO) Technician I 28.51

30492 - Unexploded Ordnance (UXO) Technician II 34.49

30493 - Unexploded Ordnance (UXO) Technician III 41.34

30494 - Unexploded (UXO) Safety Escort 28.51

30495 - Unexploded (UXO) Sweep Personnel 28.51

30501 - Weather Forecaster I 32.34

30502 - Weather Forecaster II 39.33

30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.87

30621 - Weather Observer Senior (see 2) 27.64

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 34.49

31020 - Bus Aide	18.00
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	35.90
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.47
99252 - Laboratory Animal Caretaker II	19.51
99260 - Marketing Analyst	32.92
99310 - Mortician	35.90
99410 - Pest Controller	19.97
99510 - Photofinishing Worker	15.33
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.08
99820 - School Crossing Guard	16.27
99830 - Survey Party Chief	28.06
99831 - Surveying Aide	18.38
99832 - Surveying Technician	25.17
99840 - Vending Machine Attendant	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer Helper	20.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4102
Revision No.: 14
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following localities in Massachusetts:

Hampden county: Brimfield Holland

Worcester county: Hubbardston New Braintree Oakham Sturbridge Warren West Brookfield

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.87
01035 - Court Reporter		19.44
01041 - Customer Service Representative I		15.29
01042 - Customer Service Representative II		17.19

01043 - Customer Service Representative III 18.76
01051 - Data Entry Operator I 15.87
01052 - Data Entry Operator II 17.32
01060 - Dispatcher Motor Vehicle 21.15
01070 - Document Preparation Clerk 18.28
01090 - Duplicating Machine Operator 18.28
01111 - General Clerk I 15.18
01112 - General Clerk II 16.56
01113 - General Clerk III 18.59
01120 - Housing Referral Assistant 21.67
01141 - Messenger Courier 17.20
01191 - Order Clerk I 16.96
01192 - Order Clerk II 18.51
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.51
01263 - Personnel Assistant (Employment) III 21.75
01270 - Production Control Clerk 24.75
01290 - Rental Clerk 16.26
01300 - Scheduler Maintenance 17.37
01311 - Secretary I 17.37
01312 - Secretary II 19.44
01313 - Secretary III 21.67
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 25.87
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 15.36
01531 - Travel Clerk I 15.61
01532 - Travel Clerk II 17.01
01533 - Travel Clerk III 17.94
01611 - Word Processor I 15.47
01612 - Word Processor II 17.37
01613 - Word Processor III 19.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.72
05010 - Automotive Electrician 21.76
05040 - Automotive Glass Installer 20.96
05070 - Automotive Worker 20.96
05110 - Mobile Equipment Servicer 19.25
05130 - Motor Equipment Metal Mechanic 22.54
05160 - Motor Equipment Metal Worker 20.96
05190 - Motor Vehicle Mechanic 22.54
05220 - Motor Vehicle Mechanic Helper 18.20
05250 - Motor Vehicle Upholstery Worker 20.21
05280 - Motor Vehicle Wrecker 20.96
05310 - Painter Automotive 21.76
05340 - Radiator Repair Specialist 20.96
05370 - Tire Repairer 14.82
05400 - Transmission Repair Specialist 22.54
07000 - Food Preparation And Service Occupations
07010 - Baker 15.35

07041 - Cook I	17.08
07042 - Cook II	18.60
07070 - Dishwasher	12.48
07130 - Food Service Worker	13.10
07210 - Meat Cutter	20.77
07260 - Waiter/Waitress	13.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.84
11060 - Elevator Operator	14.78
11090 - Gardener	20.82
11122 - Housekeeping Aide	14.78
11150 - Janitor	14.78
11210 - Laborer Grounds Maintenance	17.31
11240 - Maid or Houseman	14.15
11260 - Pruner	16.04
11270 - Tractor Operator	19.71
11330 - Trail Maintenance Worker	17.31
11360 - Window Cleaner	15.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	29.58
12015 - Certified Physical Therapist Assistant	27.65
12020 - Dental Assistant	23.49
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	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	19.33
12130 - Medical Laboratory Technician	25.31
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	18.28
12210 - Nuclear Medicine Technologist	53.52
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	24.57
12236 - Optical Technician	22.11

12250 - Pharmacy Technician		15.23
12280 - Phlebotomist		19.90
12305 - Radiologic Technologist		33.62
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		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		30.64
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.63
13012 - Exhibits Specialist II		25.56
13013 - Exhibits Specialist III		31.26
13041 - Illustrator I		20.63
13042 - Illustrator II		25.56
13043 - Illustrator III		31.26
13047 - Librarian		28.30
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		25.56
13058 - Library Technician		18.75
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.63
13063 - Media Specialist III		23.00
13071 - Photographer I		18.51
13072 - Photographer II		20.72
13073 - Photographer III		25.66
13074 - Photographer IV		31.39
13075 - Photographer V		37.97
13090 - Technical Order Library Clerk		16.97
13110 - Video Teleconference Technician		27.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.78
14042 - Computer Operator II		18.78
14043 - Computer Operator III		20.94
14044 - Computer Operator IV		23.26
14045 - Computer Operator V		23.81
14071 - Computer Programmer I	(see 1)	23.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.78
14160 - Personal Computer Support Technician		23.26
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated) 29.55
15020 - Aircrew Training Devices Instructor (Rated) 35.75
15030 - Air Crew Training Devices Instructor (Pilot) 42.85
15050 - Computer Based Training Specialist / Instructor 29.55
15060 - Educational Technologist 39.71
15070 - Flight Instructor (Pilot) 42.85
15080 - Graphic Artist 27.09
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.85
15086 - Maintenance Test Pilot Rotary Wing 42.85
15088 - Non-Maintenance Test/Co-Pilot 42.85
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 27.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.98
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 14.59
21071 - Order Filler 14.12
21080 - Production Line Worker (Food Processing) 18.98
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.00
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 18.98
21410 - Warehouse Specialist 18.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.30
23019 - Aircraft Logs and Records Technician 26.25
23021 - Aircraft Mechanic I 29.28
23022 - Aircraft Mechanic II 30.30
23023 - Aircraft Mechanic III 31.27
23040 - Aircraft Mechanic Helper 24.63
23050 - Aircraft Painter 28.26

23060 - Aircraft Servicer 26.25
23070 - Aircraft Survival Flight Equipment Technician 28.26
23080 - Aircraft Worker 27.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.28
23110 - Appliance Mechanic 24.46
23120 - Bicycle Repairer 21.31
23125 - Cable Splicer 43.51
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 27.22
23160 - Electrician Maintenance 33.62
23181 - Electronics Technician Maintenance I 27.56
23182 - Electronics Technician Maintenance II 28.61
23183 - Electronics Technician Maintenance III 29.64
23260 - Fabric Worker 26.25
23290 - Fire Alarm System Mechanic 32.95
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 27.13
23312 - Fuel Distribution System Operator 23.17
23370 - General Maintenance Worker 20.79
23380 - Ground Support Equipment Mechanic 29.28
23381 - Ground Support Equipment Servicer 26.25
23382 - Ground Support Equipment Worker 27.22
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.22
23393 - Gunsmith III 29.28
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.18
23430 - Heavy Equipment Mechanic 29.03
23440 - Heavy Equipment Operator 28.73
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.26
23470 - Laborer 14.59
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 27.68
23550 - Machinist Maintenance 23.21
23580 - Maintenance Trades Helper 16.35
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 26.84
23710 - Office Appliance Repairer 22.14
23760 - Painter Maintenance 23.17
23790 - Pipefitter Maintenance 28.80
23810 - Plumber Maintenance 27.80
23820 - Pneudraulic Systems Mechanic 29.28

23850 - Rigger	29.28
23870 - Scale Mechanic	27.22
23890 - Sheet-Metal Worker Maintenance	30.14
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	36.56
23960 - Welder Combination Maintenance	22.39
23965 - Well Driller	28.56
23970 - Woodcraft Worker	29.28
23980 - Woodworker	25.00
24000 - Personal Needs Occupations	
24550 - Case Manager	14.79
24570 - Child Care Attendant	12.91
24580 - Child Care Center Clerk	16.10
24610 - Chore Aide	13.87
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.44
25040 - Sewage Plant Operator	27.08
25070 - Stationary Engineer	29.44
25190 - Ventilation Equipment Tender	23.78
25210 - Water Treatment Plant Operator	27.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.74
27007 - Baggage Inspector	14.97
27008 - Corrections Officer	29.45
27010 - Court Security Officer	28.91
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	29.45
27070 - Firefighter	28.37
27101 - Guard I	14.97
27102 - Guard II	18.61
27131 - Police Officer I	26.76
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.69
28042 - Carnival Equipment Repairer	16.59
28043 - Carnival Worker	12.76
28210 - Gate Attendant/Gate Tender	16.40
28310 - Lifeguard	12.23
28350 - Park Attendant (Aide)	18.36
28510 - Recreation Aide/Health Facility Attendant	13.39
28515 - Recreation Specialist	22.74
28630 - Sports Official	14.61
28690 - Swimming Pool Operator	18.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.19

29020 - Hatch Tender 28.19
29030 - Line Handler 28.19
29041 - Stevedore I 27.19
29042 - Stevedore II 29.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 18.90
30022 - Archeological Technician II 21.15
30023 - Archeological Technician III 26.20
30030 - Cartographic Technician 26.20
30040 - Civil Engineering Technician 27.45
30051 - Cryogenic Technician I 29.02
30052 - Cryogenic Technician II 32.05
30061 - Drafter/CAD Operator I 18.90
30062 - Drafter/CAD Operator II 21.15
30063 - Drafter/CAD Operator III 23.58
30064 - Drafter/CAD Operator IV 29.02
30081 - Engineering Technician I 17.69
30082 - Engineering Technician II 20.00
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.90
30086 - Engineering Technician VI 41.02
30090 - Environmental Technician 26.20
30095 - Evidence Control Specialist 26.20
30210 - Laboratory Technician 24.02
30221 - Latent Fingerprint Technician I 29.02
30222 - Latent Fingerprint Technician II 32.05
30240 - Mathematical Technician 26.20
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 32.05
30390 - Photo-Optics Technician 26.20
30395 - Radiation Control Technician 32.05
30461 - Technical Writer I 27.57
30462 - Technical Writer II 33.72
30463 - Technical Writer III 40.81
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or (see 2) 23.58
Surface Programs

30621 - Weather Observer Senior	(see 2)	26.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		18.00
31030 - Bus Driver		24.05
31043 - Driver Courier		16.15
31260 - Parking and Lot Attendant		14.19
31290 - Shuttle Bus Driver		17.07
31310 - Taxi Driver		14.77
31361 - Truckdriver Light		17.07
31362 - Truckdriver Medium		17.92
31363 - Truckdriver Heavy		24.94
31364 - Truckdriver Tractor-Trailer		24.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.61
99050 - Desk Clerk		13.69
99095 - Embalmer		35.90
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		16.79
99252 - Laboratory Animal Caretaker II		17.74
99260 - Marketing Analyst		32.92
99310 - Mortician		35.90
99410 - Pest Controller		19.97
99510 - Photofinishing Worker		15.33
99710 - Recycling Laborer		23.85
99711 - Recycling Specialist		27.17
99730 - Refuse Collector		22.10
99810 - Sales Clerk		12.80
99820 - School Crossing Guard		16.27
99830 - Survey Party Chief		28.06
99831 - Surveying Aide		18.38
99832 - Surveying Technician		25.17
99840 - Vending Machine Attendant		20.06
99841 - Vending Machine Repairer		23.10
99842 - Vending Machine Repairer Helper		20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4103
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.35
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.79
01020 - Administrative Assistant		28.46
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		16.34
01052 - Data Entry Operator II		17.83

01060 - Dispatcher Motor Vehicle 22.18
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 17.48
01262 - Personnel Assistant (Employment) II 19.55
01263 - Personnel Assistant (Employment) III 21.79
01270 - Production Control Clerk 25.51
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 19.84
01410 - Supply Technician 28.46
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 16.08
01531 - Travel Clerk I 15.68
01532 - Travel Clerk II 17.08
01533 - Travel Clerk III 18.01
01611 - Word Processor I 16.11
01612 - Word Processor II 18.08
01613 - Word Processor III 20.22
05000 - Automotive Service Occupations
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.55
07041 - Cook I 17.82
07042 - Cook II 19.41
07070 - Dishwasher 13.27

07130 - Food Service Worker	14.13
07210 - Meat Cutter	21.53
07260 - Waiter/Waitress	13.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.87
11060 - Elevator Operator	14.87
11090 - Gardener	22.17
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.55
11260 - Pruner	17.06
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	16.89
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	32.13
12015 - Certified Physical Therapist Assistant	29.60
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	22.49
12072 - Licensed Practical Nurse II	25.15
12073 - Licensed Practical Nurse III	28.03
12100 - Medical Assistant	19.47
12130 - Medical Laboratory Technician	25.81
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
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	27.06
12236 - Optical Technician	22.49
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)		31.15
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
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		16.25
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.75
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.43
13063 - Media Specialist III		23.88
13071 - Photographer I		18.61
13072 - Photographer II		20.81
13073 - Photographer III		25.78
13074 - Photographer IV		31.54
13075 - Photographer V		38.16
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		27.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	25.26
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		
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	46.53
15086 - Maintenance Test Pilot Rotary Wing	46.53
15088 - Non-Maintenance Test/Co-Pilot	46.53
15090 - Technical Instructor	25.80
15095 - Technical Instructor/Course Developer	31.56
15110 - Test Proctor	20.83
15120 - Tutor	20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.23
16030 - Counter Attendant	13.23
16040 - Dry Cleaner	15.49
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	16.14
16220 - Tailor	16.79
16250 - Washer Machine	13.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.72
19040 - Tool And Die Maker	29.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.72
21030 - Material Coordinator	25.51
21040 - Material Expediter	25.51
21050 - Material Handling Laborer	14.91
21071 - Order Filler	16.17
21080 - Production Line Worker (Food Processing)	17.72
21110 - Shipping Packer	19.31
21130 - Shipping/Receiving Clerk	19.31
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	17.72
21410 - Warehouse Specialist	17.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.77
23019 - Aircraft Logs and Records Technician	28.09
23021 - Aircraft Mechanic I	34.14
23022 - Aircraft Mechanic II	35.77
23023 - Aircraft Mechanic III	36.92
23040 - Aircraft Mechanic Helper	24.99
23050 - Aircraft Painter	29.50
23060 - Aircraft Servicer	28.09
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 34.14
23110 - Appliance Mechanic 29.38
23120 - Bicycle Repairer 24.78
23125 - Cable Splicer 47.49
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 28.29
23160 - Electrician Maintenance 35.91
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 27.29
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.98
23311 - Fuel Distribution System Mechanic 31.11
23312 - Fuel Distribution System Operator 25.49
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 28.09
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.98
23392 - Gunsmith II 28.29
23393 - Gunsmith III 30.44
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 29.28
23465 - Laboratory/Shelter Mechanic 29.38
23470 - Laborer 15.05
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 28.11
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 30.38
23810 - Plumber Maintenance 29.32
23820 - Pneudraulic Systems Mechanic 30.44
23850 - Rigger 30.44
23870 - Scale Mechanic 28.29
23890 - Sheet-Metal Worker Maintenance 33.15

23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 29.96
23932 - Telecommunications Mechanic II 31.01
23950 - Telephone Lineman 36.83
23960 - Welder Combination Maintenance 25.30
23965 - Well Driller 29.28
23970 - Woodcraft Worker 30.44
23980 - Woodworker 25.98
24000 - Personal Needs Occupations
24550 - Case Manager 15.78
24570 - Child Care Attendant 14.11
24580 - Child Care Center Clerk 17.60
24610 - Chore Aide 15.26
24620 - Family Readiness And Support Services Coordinator 15.78
24630 - Homemaker 18.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.04
25040 - Sewage Plant Operator 29.09
25070 - Stationary Engineer 30.04
25190 - Ventilation Equipment Tender 24.25
25210 - Water Treatment Plant Operator 29.09
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.81
27007 - Baggage Inspector 15.85
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 15.85
27102 - Guard II 18.95
27131 - Police Officer I 27.85
27132 - Police Officer II 30.95
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.01
28042 - Carnival Equipment Repairer 17.99
28043 - Carnival Worker 13.84
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 19.59
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
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 28.42
30051 - Cryogenic Technician I 30.61
30052 - Cryogenic Technician II 33.81
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 18.02
30082 - Engineering Technician II 20.24
30083 - Engineering Technician III 22.64
30084 - Engineering Technician IV 28.05
30085 - Engineering Technician V 34.31
30086 - Engineering Technician VI 41.50
30090 - Environmental Technician 26.74
30095 - Evidence Control Specialist 27.64
30210 - Laboratory Technician 24.55
30221 - Latent Fingerprint Technician I 30.61
30222 - Latent Fingerprint Technician II 33.81
30240 - Mathematical Technician 32.12
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 33.81
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 33.81
30461 - Technical Writer I 28.66
30462 - Technical Writer II 35.06
30463 - Technical Writer III 42.43
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.27
30621 - Weather Observer Senior (see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49

31020 - Bus Aide	19.02
31030 - Bus Driver	24.05
31043 - Driver Courier	17.34
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	16.25
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.25
31363 - Truckdriver Heavy	25.38
31364 - Truckdriver Tractor-Trailer	25.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	13.87
99050 - Desk Clerk	14.31
99095 - Embalmer	39.85
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	18.60
99252 - Laboratory Animal Caretaker II	19.66
99260 - Marketing Analyst	32.92
99310 - Mortician	39.85
99410 - Pest Controller	20.42
99510 - Photofinishing Worker	16.82
99710 - Recycling Laborer	24.73
99711 - Recycling Specialist	28.18
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.13
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	20.49
99841 - Vending Machine Repairer	23.60
99842 - Vending Machine Repairer Helper	20.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4104
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.13
01012 - Accounting Clerk II		19.23
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.87
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		15.29
01042 - Customer Service Representative II		17.19

01043 - Customer Service Representative III 18.76
01051 - Data Entry Operator I 15.87
01052 - Data Entry Operator II 17.32
01060 - Dispatcher Motor Vehicle 21.15
01070 - Document Preparation Clerk 18.28
01090 - Duplicating Machine Operator 18.28
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 16.97
01192 - Order Clerk II 18.51
01261 - Personnel Assistant (Employment) I 17.43
01262 - Personnel Assistant (Employment) II 19.51
01263 - Personnel Assistant (Employment) III 21.75
01270 - Production Control Clerk 25.21
01290 - Rental Clerk 17.19
01300 - Scheduler Maintenance 18.80
01311 - Secretary I 18.80
01312 - Secretary II 21.03
01313 - Secretary III 23.44
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 25.87
01420 - Survey Worker 20.12
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 15.61
01532 - Travel Clerk II 17.01
01533 - Travel Clerk III 17.94
01611 - Word Processor I 16.11
01612 - Word Processor II 18.08
01613 - Word Processor III 20.22
05000 - Automotive Service Occupations
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 19.25
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 18.20
05250 - Motor Vehicle Upholstery Worker 20.21
05280 - Motor Vehicle Wrecker 21.02
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 21.02
05370 - Tire Repairer 14.66
05400 - Transmission Repair Specialist 22.95
07000 - Food Preparation And Service Occupations
07010 - Baker 15.35

07041 - Cook I	17.08
07042 - Cook II	18.60
07070 - Dishwasher	12.48
07130 - Food Service Worker	13.10
07210 - Meat Cutter	20.77
07260 - Waiter/Waitress	13.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.84
11060 - Elevator Operator	14.78
11090 - Gardener	20.83
11122 - Housekeeping Aide	14.78
11150 - Janitor	14.78
11210 - Laborer Grounds Maintenance	17.31
11240 - Maid or Houseman	14.15
11260 - Pruner	16.04
11270 - Tractor Operator	19.71
11330 - Trail Maintenance Worker	17.31
11360 - Window Cleaner	15.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.03
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	29.58
12015 - Certified Physical Therapist Assistant	27.65
12020 - Dental Assistant	23.89
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	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	19.33
12130 - Medical Laboratory Technician	25.31
12160 - Medical Record Clerk	19.73
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	19.08
12210 - Nuclear Medicine Technologist	53.52
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	24.60
12236 - Optical Technician	22.11

12250 - Pharmacy Technician		20.80
12280 - Phlebotomist		19.90
12305 - Radiologic Technologist		36.21
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)		30.20
12320 - Substance Abuse Treatment Counselor		25.58
13000 - Information And Arts Occupations		
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		15.72
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician		18.75
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.63
13063 - Media Specialist III		23.00
13071 - Photographer I		18.51
13072 - Photographer II		20.72
13073 - Photographer III		25.66
13074 - Photographer IV		31.39
13075 - Photographer V		37.97
13090 - Technical Order Library Clerk		16.97
13110 - Video Teleconference Technician		27.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.58
14044 - Computer Operator IV		27.32
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		43.01
15000 - Instructional Occupations		

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 42.85
15086 - Maintenance Test Pilot Rotary Wing 42.85
15088 - Non-Maintenance Test/Co-Pilot 42.85
15090 - Technical Instructor 25.80
15095 - Technical Instructor/Course Developer 31.56
15110 - Test Proctor 20.83
15120 - Tutor 20.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.24
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.10
16220 - Tailor 15.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 27.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.72
21030 - Material Coordinator 25.21
21040 - Material Expediter 25.21
21050 - Material Handling Laborer 14.59
21071 - Order Filler 16.17
21080 - Production Line Worker (Food Processing) 17.72
21110 - Shipping Packer 19.25
21130 - Shipping/Receiving Clerk 19.25
21140 - Store Worker I 15.00
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 17.72
21410 - Warehouse Specialist 17.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.77
23019 - Aircraft Logs and Records Technician 28.09
23021 - Aircraft Mechanic I 34.14
23022 - Aircraft Mechanic II 35.77
23023 - Aircraft Mechanic III 36.92
23040 - Aircraft Mechanic Helper 24.99
23050 - Aircraft Painter 29.50

23060 - Aircraft Servicer 28.09
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 34.14
23110 - Appliance Mechanic 28.26
23120 - Bicycle Repairer 22.53
23125 - Cable Splicer 44.43
23130 - Carpenter Maintenance 28.56
23140 - Carpet Layer 27.22
23160 - Electrician Maintenance 35.91
23181 - Electronics Technician Maintenance I 29.03
23182 - Electronics Technician Maintenance II 30.35
23183 - Electronics Technician Maintenance III 31.68
23260 - Fabric Worker 26.25
23290 - Fire Alarm System Mechanic 33.05
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 28.28
23312 - Fuel Distribution System Operator 23.17
23370 - General Maintenance Worker 23.18
23380 - Ground Support Equipment Mechanic 34.14
23381 - Ground Support Equipment Servicer 28.09
23382 - Ground Support Equipment Worker 29.08
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.22
23393 - Gunsmith III 29.28
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.18
23430 - Heavy Equipment Mechanic 29.60
23440 - Heavy Equipment Operator 28.89
23460 - Instrument Mechanic 29.28
23465 - Laboratory/Shelter Mechanic 28.26
23470 - Laborer 15.05
23510 - Locksmith 28.26
23530 - Machinery Maintenance Mechanic 27.68
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 19.59
23591 - Metrology Technician I 29.28
23592 - Metrology Technician II 30.30
23593 - Metrology Technician III 31.27
23640 - Millwright 29.11
23710 - Office Appliance Repairer 24.24
23760 - Painter Maintenance 24.24
23790 - Pipefitter Maintenance 28.80
23810 - Plumber Maintenance 27.80
23820 - Pneudraulic Systems Mechanic 29.28

23850 - Rigger	29.28
23870 - Scale Mechanic	27.22
23890 - Sheet-Metal Worker Maintenance	30.14
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	36.83
23960 - Welder Combination Maintenance	25.30
23965 - Well Driller	29.28
23970 - Woodcraft Worker	29.28
23980 - Woodworker	25.00
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.87
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.44
25040 - Sewage Plant Operator	27.08
25070 - Stationary Engineer	29.44
25190 - Ventilation Equipment Tender	23.78
25210 - Water Treatment Plant Operator	27.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.74
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	29.45
27010 - Court Security Officer	28.91
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	29.45
27070 - Firefighter	28.37
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	26.93
27132 - Police Officer II	29.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.69
28042 - Carnival Equipment Repairer	16.59
28043 - Carnival Worker	12.76
28210 - Gate Attendant/Gate Tender	16.40
28310 - Lifeguard	13.01
28350 - Park Attendant (Aide)	18.36
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.74
28630 - Sports Official	14.61
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.19

29020 - Hatch Tender 28.19
29030 - Line Handler 28.19
29041 - Stevedore I 27.19
29042 - Stevedore II 29.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 27.45
30051 - Cryogenic Technician I 29.02
30052 - Cryogenic Technician II 32.05
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 18.02
30082 - Engineering Technician II 20.24
30083 - Engineering Technician III 22.64
30084 - Engineering Technician IV 28.05
30085 - Engineering Technician V 34.31
30086 - Engineering Technician VI 41.50
30090 - Environmental Technician 26.74
30095 - Evidence Control Specialist 26.20
30210 - Laboratory Technician 24.02
30221 - Latent Fingerprint Technician I 29.02
30222 - Latent Fingerprint Technician II 32.05
30240 - Mathematical Technician 29.20
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 32.05
30390 - Photo-Optics Technician 29.20
30395 - Radiation Control Technician 32.05
30461 - Technical Writer I 28.66
30462 - Technical Writer II 35.06
30463 - Technical Writer III 42.43
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 32.34
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or (see 2) 26.27
Surface Programs

30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.15
31020 - Bus Aide		19.02
31030 - Bus Driver		24.05
31043 - Driver Courier		16.15
31260 - Parking and Lot Attendant		14.19
31290 - Shuttle Bus Driver		17.07
31310 - Taxi Driver		14.77
31361 - Truckdriver Light		17.07
31362 - Truckdriver Medium		18.64
31363 - Truckdriver Heavy		24.94
31364 - Truckdriver Tractor-Trailer		24.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.65
99030 - Cashier		12.61
99050 - Desk Clerk		13.69
99095 - Embalmer		39.85
99130 - Flight Follower		28.23
99251 - Laboratory Animal Caretaker I		17.67
99252 - Laboratory Animal Caretaker II		18.95
99260 - Marketing Analyst		32.92
99310 - Mortician		39.85
99410 - Pest Controller		20.42
99510 - Photofinishing Worker		16.82
99710 - Recycling Laborer		23.85
99711 - Recycling Specialist		27.17
99730 - Refuse Collector		22.10
99810 - Sales Clerk		13.61
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		20.06
99841 - Vending Machine Repairer		23.10
99842 - Vending Machine Repairer Helper		20.06

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4105
Revision No.: 14
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Rhode Island

This wage determination is applicable to New Shoreham town in Washington County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.29
01012 - Accounting Clerk II		19.24
01013 - Accounting Clerk III		21.52
01020 - Administrative Assistant		25.92
01035 - Court Reporter		19.73
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.97
01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		16.04
01052 - Data Entry Operator II		17.29
01060 - Dispatcher Motor Vehicle		21.52
01070 - Document Preparation Clerk		17.28
01090 - Duplicating Machine Operator		17.28
01111 - General Clerk I		15.24
01112 - General Clerk II		16.63

01113 - General Clerk III 18.68
01120 - Housing Referral Assistant 21.99
01141 - Messenger Courier 15.24
01191 - Order Clerk I 15.84
01192 - Order Clerk II 17.79
01261 - Personnel Assistant (Employment) I 18.15
01262 - Personnel Assistant (Employment) II 20.30
01263 - Personnel Assistant (Employment) III 22.63
01270 - Production Control Clerk 24.08
01290 - Rental Clerk 15.58
01300 - Scheduler Maintenance 17.64
01311 - Secretary I 17.64
01312 - Secretary II 19.73
01313 - Secretary III 21.99
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 25.92
01420 - Survey Worker 20.36
01460 - Switchboard Operator/Receptionist 16.45
01531 - Travel Clerk I 15.62
01532 - Travel Clerk II 16.58
01533 - Travel Clerk III 17.38
01611 - Word Processor I 17.15
01612 - Word Processor II 19.23
01613 - Word Processor III 21.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.84
05010 - Automotive Electrician 19.62
05040 - Automotive Glass Installer 18.84
05070 - Automotive Worker 18.84
05110 - Mobile Equipment Servicer 17.28
05130 - Motor Equipment Metal Mechanic 20.43
05160 - Motor Equipment Metal Worker 18.84
05190 - Motor Vehicle Mechanic 20.43
05220 - Motor Vehicle Mechanic Helper 16.46
05250 - Motor Vehicle Upholstery Worker 18.03
05280 - Motor Vehicle Wrecker 18.84
05310 - Painter Automotive 19.87
05340 - Radiator Repair Specialist 18.84
05370 - Tire Repairer 17.35
05400 - Transmission Repair Specialist 20.43
07000 - Food Preparation And Service Occupations
07010 - Baker 15.88
07041 - Cook I 16.98
07042 - Cook II 18.55
07070 - Dishwasher 11.20
07130 - Food Service Worker 12.44
07210 - Meat Cutter 19.12
07260 - Waiter/Waitress 12.77
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.91

09040 - Furniture Handler 13.57
09080 - Furniture Refinisher 18.74
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.21
09130 - Upholsterer 19.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 14.48
11090 - Gardener 18.13
11122 - Housekeeping Aide 14.48
11150 - Janitor 14.48
11210 - Laborer Grounds Maintenance 16.16
11240 - Maid or Houseman 14.58
11260 - Pruner 15.00
11270 - Tractor Operator 18.06
11330 - Trail Maintenance Worker 16.16
11360 - Window Cleaner 15.80
12000 - Health Occupations
12010 - Ambulance Driver 19.33
12011 - Breath Alcohol Technician 25.38
12012 - Certified Occupational Therapist Assistant 26.74
12015 - Certified Physical Therapist Assistant 27.70
12020 - Dental Assistant 20.21
12025 - Dental Hygienist 36.65
12030 - EKG Technician 31.42
12035 - Electroneurodiagnostic Technologist 31.42
12040 - Emergency Medical Technician 19.33
12071 - Licensed Practical Nurse I 22.70
12072 - Licensed Practical Nurse II 25.38
12073 - Licensed Practical Nurse III 28.29
12100 - Medical Assistant 17.63
12130 - Medical Laboratory Technician 26.51
12160 - Medical Record Clerk 18.91
12190 - Medical Record Technician 21.15
12195 - Medical Transcriptionist 17.27
12210 - Nuclear Medicine Technologist 44.13
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 23.22
12236 - Optical Technician 17.96
12250 - Pharmacy Technician 17.57
12280 - Phlebotomist 18.60
12305 - Radiologic Technologist 34.82
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)		23.94
12320 - Substance Abuse Treatment Counselor		25.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.56
13012 - Exhibits Specialist II		29.18
13013 - Exhibits Specialist III		35.70
13041 - Illustrator I		21.51
13042 - Illustrator II		29.18
13043 - Illustrator III		33.51
13047 - Librarian		32.32
13050 - Library Aide/Clerk		14.32
13054 - Library Information Technology Systems Administrator		29.18
13058 - Library Technician		19.18
13061 - Media Specialist I		21.07
13062 - Media Specialist II		23.56
13063 - Media Specialist III		26.26
13071 - Photographer I		18.92
13072 - Photographer II		21.16
13073 - Photographer III		27.67
13074 - Photographer IV		32.06
13075 - Photographer V		38.80
13090 - Technical Order Library Clerk		19.42
13110 - Video Teleconference Technician		20.67
14000 - Information Technology Occupations		
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)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.08
14160 - Personal Computer Support Technician		25.05
14170 - System Support Specialist		27.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.55
15020 - Aircrew Training Devices Instructor (Rated)		39.40
15030 - Air Crew Training Devices Instructor (Pilot)		47.21
15050 - Computer Based Training Specialist / Instructor		31.42
15060 - Educational Technologist		28.92
15070 - Flight Instructor (Pilot)		47.21
15080 - Graphic Artist		33.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.21

15086 - Maintenance Test Pilot Rotary Wing 47.21
15088 - Non-Maintenance Test/Co-Pilot 47.21
15090 - Technical Instructor 27.23
15095 - Technical Instructor/Course Developer 31.49
15110 - Test Proctor 21.97
15120 - Tutor 21.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.51
16030 - Counter Attendant 14.51
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.51
16090 - Presser Hand 14.51
16110 - Presser Machine Drycleaning 14.51
16130 - Presser Machine Shirts 14.51
16160 - Presser Machine Wearing Apparel Laundry 14.51
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.30
19040 - Tool And Die Maker 24.80
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.51
21030 - Material Coordinator 24.90
21040 - Material Expediter 24.90
21050 - Material Handling Laborer 15.49
21071 - Order Filler 13.72
21080 - Production Line Worker (Food Processing) 18.51
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 18.51
21410 - Warehouse Specialist 18.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.68
23019 - Aircraft Logs and Records Technician 22.85
23021 - Aircraft Mechanic I 27.32
23022 - Aircraft Mechanic II 28.68
23023 - Aircraft Mechanic III 30.12
23040 - Aircraft Mechanic Helper 21.86
23050 - Aircraft Painter 25.18
23060 - Aircraft Servicer 22.85
23070 - Aircraft Survival Flight Equipment Technician 25.18
23080 - Aircraft Worker 24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.32
23110 - Appliance Mechanic 21.48

23120 - Bicycle Repairer 17.62
23125 - Cable Splicer 32.71
23130 - Carpenter Maintenance 24.37
23140 - Carpet Layer 20.89
23160 - Electrician Maintenance 28.51
23181 - Electronics Technician Maintenance I 29.28
23182 - Electronics Technician Maintenance II 30.81
23183 - Electronics Technician Maintenance III 32.06
23260 - Fabric Worker 20.88
23290 - Fire Alarm System Mechanic 23.68
23310 - Fire Extinguisher Repairer 23.46
23311 - Fuel Distribution System Mechanic 28.31
23312 - Fuel Distribution System Operator 23.96
23370 - General Maintenance Worker 21.69
23380 - Ground Support Equipment Mechanic 27.32
23381 - Ground Support Equipment Servicer 22.85
23382 - Ground Support Equipment Worker 24.04
23391 - Gunsmith I 23.46
23392 - Gunsmith II 25.56
23393 - Gunsmith III 27.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.66
23430 - Heavy Equipment Mechanic 26.29
23440 - Heavy Equipment Operator 30.34
23460 - Instrument Mechanic 27.73
23465 - Laboratory/Shelter Mechanic 26.64
23470 - Laborer 15.49
23510 - Locksmith 21.66
23530 - Machinery Maintenance Mechanic 24.48
23550 - Machinist Maintenance 22.16
23580 - Maintenance Trades Helper 17.42
23591 - Metrology Technician I 27.73
23592 - Metrology Technician II 28.78
23593 - Metrology Technician III 29.89
23640 - Millwright 30.07
23710 - Office Appliance Repairer 22.11
23760 - Painter Maintenance 20.02
23790 - Pipefitter Maintenance 28.64
23810 - Plumber Maintenance 27.65
23820 - Pneudraulic Systems Mechanic 27.73
23850 - Rigger 27.73
23870 - Scale Mechanic 25.56
23890 - Sheet-Metal Worker Maintenance 25.47
23910 - Small Engine Mechanic 19.07
23931 - Telecommunications Mechanic I 28.70
23932 - Telecommunications Mechanic II 29.79
23950 - Telephone Lineman 31.78
23960 - Welder Combination Maintenance 24.49

23965 - Well Driller	27.57
23970 - Woodcraft Worker	28.89
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.36
24570 - Child Care Attendant	12.81
24580 - Child Care Center Clerk	15.73
24610 - Chore Aide	14.37
24620 - Family Readiness And Support Services Coordinator	16.36
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.33
25040 - Sewage Plant Operator	24.64
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	22.73
25210 - Water Treatment Plant Operator	24.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.53
27007 - Baggage Inspector	14.83
27008 - Corrections Officer	27.66
27010 - Court Security Officer	28.06
27030 - Detection Dog Handler	16.58
27040 - Detention Officer	27.66
27070 - Firefighter	28.12
27101 - Guard I	14.83
27102 - Guard II	16.58
27131 - Police Officer I	28.28
27132 - Police Officer II	31.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.83
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Worker	12.36
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	14.08
28350 - Park Attendant (Aide)	18.45
28510 - Recreation Aide/Health Facility Attendant	13.46
28515 - Recreation Specialist	22.37
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	21.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.03
29042 - Stevedore II	29.82
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.06

30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 21.05
30023 - Archeological Technician III 26.08
30030 - Cartographic Technician 26.08
30040 - Civil Engineering Technician 26.06
30051 - Cryogenic Technician I 28.15
30052 - Cryogenic Technician II 31.09
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 21.05
30063 - Drafter/CAD Operator III 23.46
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 24.31
30095 - Evidence Control Specialist 25.41
30210 - Laboratory Technician 24.71
30221 - Latent Fingerprint Technician I 28.15
30222 - Latent Fingerprint Technician II 31.09
30240 - Mathematical Technician 30.41
30361 - Paralegal/Legal Assistant I 19.91
30362 - Paralegal/Legal Assistant II 24.67
30363 - Paralegal/Legal Assistant III 30.18
30364 - Paralegal/Legal Assistant IV 36.51
30375 - Petroleum Supply Specialist 31.09
30390 - Photo-Optics Technician 26.08
30395 - Radiation Control Technician 31.09
30461 - Technical Writer I 27.40
30462 - Technical Writer II 33.52
30463 - Technical Writer III 40.56
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.46
30621 - Weather Observer Senior (see 2) 26.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 14.29
31030 - Bus Driver 18.35
31043 - Driver Courier 16.85
31260 - Parking and Lot Attendant 13.21
31290 - Shuttle Bus Driver 17.70

31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.70
31362 - Truckdriver Medium	18.47
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.77
99050 - Desk Clerk	14.08
99095 - Embalmer	30.13
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	15.95
99252 - Laboratory Animal Caretaker II	16.76
99260 - Marketing Analyst	31.09
99310 - Mortician	30.56
99410 - Pest Controller	17.91
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.13
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.53
99830 - Survey Party Chief	22.87
99831 - Surveying Aide	17.34
99832 - Surveying Technician	21.39
99840 - Vending Machine Attendant	16.74
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer Helper	16.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4106
Revision No.: 13
Date Of Last Revision: 07/29/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Rhode Island

This wage determination is applicable to New Shoreham town in Washington County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.49
01013 - Accounting Clerk III		19.56
01020 - Administrative Assistant		23.56
01035 - Court Reporter		19.56
01041 - Customer Service Representative I		12.10
01042 - Customer Service Representative II		13.61
01043 - Customer Service Representative III		14.85
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		19.56
01070 - Document Preparation Clerk		15.71

01090 - Duplicating Machine Operator	15.71
01111 - General Clerk I	14.20
01112 - General Clerk II	15.49
01113 - General Clerk III	17.39
01120 - Housing Referral Assistant	21.91
01141 - Messenger Courier	14.92
01191 - Order Clerk I	14.40
01192 - Order Clerk II	16.17
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.67
01263 - Personnel Assistant (Employment) III	20.81
01270 - Production Control Clerk	21.89
01290 - Rental Clerk	14.16
01300 - Scheduler Maintenance	17.57
01311 - Secretary I	17.57
01312 - Secretary II	19.65
01313 - Secretary III	21.91
01320 - Service Order Dispatcher	17.58
01410 - Supply Technician	23.56
01420 - Survey Worker	18.51
01460 - Switchboard Operator/Receptionist	15.72
01531 - Travel Clerk I	14.20
01532 - Travel Clerk II	15.07
01533 - Travel Clerk III	15.80
01611 - Word Processor I	15.72
01612 - Word Processor II	17.48
01613 - Word Processor III	19.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.76
05010 - Automotive Electrician	17.84
05040 - Automotive Glass Installer	17.13
05070 - Automotive Worker	17.13
05110 - Mobile Equipment Servicer	15.71
05130 - Motor Equipment Metal Mechanic	18.57
05160 - Motor Equipment Metal Worker	17.13
05190 - Motor Vehicle Mechanic	18.57
05220 - Motor Vehicle Mechanic Helper	14.96
05250 - Motor Vehicle Upholstery Worker	16.39
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter Automotive	18.06
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	15.77
05400 - Transmission Repair Specialist	18.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.44
07041 - Cook I	15.44
07042 - Cook II	16.86
07070 - Dishwasher	10.18
07130 - Food Service Worker	11.31
07210 - Meat Cutter	19.12

07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.91
09040 - Furniture Handler	13.57
09080 - Furniture Refinisher	18.74
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.21
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.35
11060 - Elevator Operator	13.75
11090 - Gardener	16.48
11122 - Housekeeping Aide	13.75
11150 - Janitor	13.75
11210 - Laborer Grounds Maintenance	14.69
11240 - Maid or Houseman	13.48
11260 - Pruner	13.64
11270 - Tractor Operator	16.42
11330 - Trail Maintenance Worker	14.69
11360 - Window Cleaner	15.00
12000 - Health Occupations	
12010 - Ambulance Driver	18.72
12011 - Breath Alcohol Technician	23.71
12012 - Certified Occupational Therapist Assistant	24.31
12015 - Certified Physical Therapist Assistant	25.18
12020 - Dental Assistant	18.37
12025 - Dental Hygienist	35.96
12030 - EKG Technician	28.56
12035 - Electroneurodiagnostic Technologist	28.56
12040 - Emergency Medical Technician	18.72
12071 - Licensed Practical Nurse I	22.03
12072 - Licensed Practical Nurse II	23.71
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	16.03
12130 - Medical Laboratory Technician	24.10
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	19.23
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	40.12
12221 - Nursing Assistant I	12.42
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	15.24
12224 - Nursing Assistant IV	17.11
12235 - Optical Dispenser	23.10
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	15.97
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	32.46
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)		23.20
12320 - Substance Abuse Treatment Counselor		23.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.39
13012 - Exhibits Specialist II		28.99
13013 - Exhibits Specialist III		35.45
13041 - Illustrator I		19.55
13042 - Illustrator II		27.38
13043 - Illustrator III		30.46
13047 - Librarian		30.32
13050 - Library Aide/Clerk		13.02
13054 - Library Information Technology Systems Administrator		27.37
13058 - Library Technician		17.44
13061 - Media Specialist I		19.75
13062 - Media Specialist II		22.00
13063 - Media Specialist III		24.64
13071 - Photographer I		18.70
13072 - Photographer II		20.97
13073 - Photographer III		27.67
13074 - Photographer IV		31.68
13075 - Photographer V		37.96
13090 - Technical Order Library Clerk		18.65
13110 - Video Teleconference Technician		18.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.46
14042 - Computer Operator II		19.54
14043 - Computer Operator III		21.78
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.80
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.46
14160 - Personal Computer Support Technician		24.21
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.42
15020 - Aircrew Training Devices Instructor (Rated)		38.01
15030 - Air Crew Training Devices Instructor (Pilot)		45.56
15050 - Computer Based Training Specialist / Instructor		28.56
15060 - Educational Technologist		28.32

15070 - Flight Instructor (Pilot) 45.56
15080 - Graphic Artist 33.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.56
15086 - Maintenance Test Pilot Rotary Wing 45.56
15088 - Non-Maintenance Test/Co-Pilot 45.56
15090 - Technical Instructor 24.75
15095 - Technical Instructor/Course Developer 28.63
15110 - Test Proctor 19.97
15120 - Tutor 19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.19
16030 - Counter Attendant 13.19
16040 - Dry Cleaner 15.48
16070 - Finisher Flatwork Machine 13.19
16090 - Presser Hand 13.19
16110 - Presser Machine Drycleaning 13.19
16130 - Presser Machine Shirts 13.19
16160 - Presser Machine Wearing Apparel Laundry 13.19
16190 - Sewing Machine Operator 16.12
16220 - Tailor 16.76
16250 - Washer Machine 14.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 24.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 22.64
21040 - Material Expediter 22.64
21050 - Material Handling Laborer 14.66
21071 - Order Filler 12.47
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 15.47
21130 - Shipping/Receiving Clerk 15.47
21140 - Store Worker I 13.86
21150 - Stock Clerk 18.10
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.07
23019 - Aircraft Logs and Records Technician 20.77
23021 - Aircraft Mechanic I 24.84
23022 - Aircraft Mechanic II 26.07
23023 - Aircraft Mechanic III 27.38
23040 - Aircraft Mechanic Helper 19.87
23050 - Aircraft Painter 22.89
23060 - Aircraft Servicer 20.77
23070 - Aircraft Survival Flight Equipment Technician 22.89
23080 - Aircraft Worker 21.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.85

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.84
23110 - Appliance Mechanic 21.48
23120 - Bicycle Repairer 16.02
23125 - Cable Splicer 29.74
23130 - Carpenter Maintenance 24.08
23140 - Carpet Layer 19.93
23160 - Electrician Maintenance 27.81
23181 - Electronics Technician Maintenance I 26.62
23182 - Electronics Technician Maintenance II 28.01
23183 - Electronics Technician Maintenance III 29.15
23260 - Fabric Worker 18.98
23290 - Fire Alarm System Mechanic 22.92
23310 - Fire Extinguisher Repairer 21.33
23311 - Fuel Distribution System Mechanic 25.74
23312 - Fuel Distribution System Operator 21.78
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 24.84
23381 - Ground Support Equipment Servicer 20.77
23382 - Ground Support Equipment Worker 21.85
23391 - Gunsmith I 21.33
23392 - Gunsmith II 23.24
23393 - Gunsmith III 25.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.15
23430 - Heavy Equipment Mechanic 23.90
23440 - Heavy Equipment Operator 30.30
23460 - Instrument Mechanic 25.21
23465 - Laboratory/Shelter Mechanic 24.22
23470 - Laborer 14.66
23510 - Locksmith 19.69
23530 - Machinery Maintenance Mechanic 22.25
23550 - Machinist Maintenance 21.32
23580 - Maintenance Trades Helper 16.26
23591 - Metrology Technician I 25.21
23592 - Metrology Technician II 26.16
23593 - Metrology Technician III 27.17
23640 - Millwright 27.34
23710 - Office Appliance Repairer 20.94
23760 - Painter Maintenance 20.02
23790 - Pipefitter Maintenance 26.04
23810 - Plumber Maintenance 25.67
23820 - Pneudraulic Systems Mechanic 25.21
23850 - Rigger 25.21
23870 - Scale Mechanic 23.24
23890 - Sheet-Metal Worker Maintenance 23.79
23910 - Small Engine Mechanic 19.07
23931 - Telecommunications Mechanic I 28.70

23932 - Telecommunications Mechanic II 29.79
23950 - Telephone Lineman 28.89
23960 - Welder Combination Maintenance 22.35
23965 - Well Driller 25.06
23970 - Woodcraft Worker 26.26
23980 - Woodworker 17.62
24000 - Personal Needs Occupations
24550 - Case Manager 14.87
24570 - Child Care Attendant 11.84
24580 - Child Care Center Clerk 14.30
24610 - Chore Aide 13.06
24620 - Family Readiness And Support Services Coordinator 14.87
24630 - Homemaker 16.61
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.45
25040 - Sewage Plant Operator 22.40
25070 - Stationary Engineer 27.45
25190 - Ventilation Equipment Tender 20.66
25210 - Water Treatment Plant Operator 22.40
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.57
27007 - Baggage Inspector 13.63
27008 - Corrections Officer 25.15
27010 - Court Security Officer 25.51
27030 - Detection Dog Handler 16.33
27040 - Detention Officer 25.15
27070 - Firefighter 25.56
27101 - Guard I 13.63
27102 - Guard II 16.33
27131 - Police Officer I 27.25
27132 - Police Officer II 30.27
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.48
28042 - Carnival Equipment Repairer 14.16
28043 - Carnival Worker 11.34
28210 - Gate Attendant/Gate Tender 16.21
28310 - Lifeguard 14.08
28350 - Park Attendant (Aide) 18.14
28510 - Recreation Aide/Health Facility Attendant 13.23
28515 - Recreation Specialist 20.34
28630 - Sports Official 14.44
28690 - Swimming Pool Operator 21.21
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.43
29020 - Hatch Tender 27.43
29030 - Line Handler 27.43
29041 - Stevedore I 24.57
29042 - Stevedore II 28.68
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 20.28
30022 - Archeological Technician II 20.29
30023 - Archeological Technician III 25.07
30030 - Cartographic Technician 25.14
30040 - Civil Engineering Technician 25.33
30051 - Cryogenic Technician I 25.59
30052 - Cryogenic Technician II 28.26
30061 - Drafter/CAD Operator I 20.28
30062 - Drafter/CAD Operator II 20.29
30063 - Drafter/CAD Operator III 22.63
30064 - Drafter/CAD Operator IV 27.75
30081 - Engineering Technician I 17.19
30082 - Engineering Technician II 19.30
30083 - Engineering Technician III 21.59
30084 - Engineering Technician IV 26.75
30085 - Engineering Technician V 32.72
30086 - Engineering Technician VI 39.58
30090 - Environmental Technician 22.10
30095 - Evidence Control Specialist 23.10
30210 - Laboratory Technician 24.71
30221 - Latent Fingerprint Technician I 25.59
30222 - Latent Fingerprint Technician II 28.26
30240 - Mathematical Technician 27.65
30361 - Paralegal/Legal Assistant I 19.91
30362 - Paralegal/Legal Assistant II 24.67
30363 - Paralegal/Legal Assistant III 30.18
30364 - Paralegal/Legal Assistant IV 36.51
30375 - Petroleum Supply Specialist 28.26
30390 - Photo-Optics Technician 25.14
30395 - Radiation Control Technician 28.26
30461 - Technical Writer I 26.15
30462 - Technical Writer II 31.99
30463 - Technical Writer III 38.70
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 27.75
30502 - Weather Forecaster II 33.75
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.63
30621 - Weather Observer Senior (see 2) 25.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 14.25
31030 - Bus Driver 17.45

31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	13.00
31361 - Truckdriver Light	16.09
31362 - Truckdriver Medium	16.79
31363 - Truckdriver Heavy	21.57
31364 - Truckdriver Tractor-Trailer	21.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	12.13
99050 - Desk Clerk	12.80
99095 - Embalmer	30.13
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.24
99260 - Marketing Analyst	28.26
99310 - Mortician	30.13
99410 - Pest Controller	17.91
99510 - Photofinishing Worker	14.73
99710 - Recycling Laborer	18.27
99711 - Recycling Specialist	22.24
99730 - Refuse Collector	17.85
99810 - Sales Clerk	14.08
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	20.80
99831 - Surveying Aide	15.77
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	15.22
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	15.22

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4107
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies only to Windham County: Canterbury Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.33
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.98
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		19.65
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		14.94
01112 - General Clerk II		16.30

01113 - General Clerk III 18.31
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 14.44
01191 - Order Clerk I 16.93
01192 - Order Clerk II 20.24
01261 - Personnel Assistant (Employment) I 18.32
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 30.24
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 18.18
01311 - Secretary I 18.18
01312 - Secretary II 20.33
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 31.06
01420 - Survey Worker 21.79
01460 - Switchboard Operator/Receptionist 16.69
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.94
01533 - Travel Clerk III 14.66
01611 - Word Processor I 16.69
01612 - Word Processor II 18.73
01613 - Word Processor III 20.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.02
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 19.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 14.64
07041 - Cook I 17.26
07042 - Cook II 18.63
07070 - Dishwasher 12.37
07130 - Food Service Worker 13.50
07210 - Meat Cutter 23.23
07260 - Waiter/Waitress 12.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.95

09040 - Furniture Handler 21.82
09080 - Furniture Refinisher 28.95
09090 - Furniture Refinisher Helper 24.78
09110 - Furniture Repairer Minor 26.88
09130 - Upholsterer 28.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.04
11060 - Elevator Operator 15.02
11090 - Gardener 19.75
11122 - Housekeeping Aide 15.02
11150 - Janitor 15.02
11210 - Laborer Grounds Maintenance 16.68
11240 - Maid or Houseman 12.84
11260 - Pruner 15.46
11270 - Tractor Operator 18.94
11330 - Trail Maintenance Worker 16.68
11360 - Window Cleaner 16.20
12000 - Health Occupations
12010 - Ambulance Driver 22.23
12011 - Breath Alcohol Technician 24.61
12012 - Certified Occupational Therapist Assistant 33.41
12015 - Certified Physical Therapist Assistant 32.66
12020 - Dental Assistant 23.15
12025 - Dental Hygienist 43.21
12030 - EKG Technician 37.28
12035 - Electroneurodiagnostic Technologist 37.28
12040 - Emergency Medical Technician 22.23
12071 - Licensed Practical Nurse I 22.06
12072 - Licensed Practical Nurse II 24.69
12073 - Licensed Practical Nurse III 27.52
12100 - Medical Assistant 19.03
12130 - Medical Laboratory Technician 33.31
12160 - Medical Record Clerk 20.43
12190 - Medical Record Technician 24.97
12195 - Medical Transcriptionist 22.06
12210 - Nuclear Medicine Technologist 54.07
12221 - Nursing Assistant I 12.34
12222 - Nursing Assistant II 14.36
12223 - Nursing Assistant III 15.67
12224 - Nursing Assistant IV 17.00
12235 - Optical Dispenser 29.16
12236 - Optical Technician 22.06
12250 - Pharmacy Technician 16.99
12280 - Phlebotomist 19.71
12305 - Radiologic Technologist 37.28
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30
12315 - Registered Nurse III Anesthetist 41.30

12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.48
12320 - Substance Abuse Treatment Counselor		27.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.65
13050 - Library Aide/Clerk		16.30
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician		18.44
13061 - Media Specialist I		19.97
13062 - Media Specialist II		22.35
13063 - Media Specialist III		24.91
13071 - Photographer I		19.05
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		20.48
13110 - Video Teleconference Technician		22.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.38
14042 - Computer Operator II		20.56
14043 - Computer Operator III		22.94
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	25.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.38
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		33.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.94
15020 - Aircrew Training Devices Instructor (Rated)		38.65
15030 - Air Crew Training Devices Instructor (Pilot)		46.32
15050 - Computer Based Training Specialist / Instructor		31.94
15060 - Educational Technologist		38.38
15070 - Flight Instructor (Pilot)		46.32
15080 - Graphic Artist		27.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.32

15086 - Maintenance Test Pilot Rotary Wing 46.32
15088 - Non-Maintenance Test/Co-Pilot 46.32
15090 - Technical Instructor 34.08
15095 - Technical Instructor/Course Developer 41.69
15110 - Test Proctor 27.51
15120 - Tutor 27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.85
19040 - Tool And Die Maker 36.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.31
21030 - Material Coordinator 30.24
21040 - Material Expediter 30.24
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 20.31
21110 - Shipping Packer 17.68
21130 - Shipping/Receiving Clerk 17.68
21140 - Store Worker I 15.32
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 20.31
21410 - Warehouse Specialist 20.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.58
23019 - Aircraft Logs and Records Technician 31.74
23021 - Aircraft Mechanic I 35.33
23022 - Aircraft Mechanic II 36.58
23023 - Aircraft Mechanic III 37.76
23040 - Aircraft Mechanic Helper 29.25
23050 - Aircraft Painter 34.17
23060 - Aircraft Servicer 31.74
23070 - Aircraft Survival Flight Equipment Technician 34.17
23080 - Aircraft Worker 32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.33
23110 - Appliance Mechanic 31.85

23120 - Bicycle Repairer 28.44
23125 - Cable Splicer 42.75
23130 - Carpenter Maintenance 26.57
23140 - Carpet Layer 30.70
23160 - Electrician Maintenance 28.21
23181 - Electronics Technician Maintenance I 32.03
23182 - Electronics Technician Maintenance II 33.23
23183 - Electronics Technician Maintenance III 34.36
23260 - Fabric Worker 29.57
23290 - Fire Alarm System Mechanic 32.69
23310 - Fire Extinguisher Repairer 28.44
23311 - Fuel Distribution System Mechanic 41.46
23312 - Fuel Distribution System Operator 35.81
23370 - General Maintenance Worker 24.47
23380 - Ground Support Equipment Mechanic 35.33
23381 - Ground Support Equipment Servicer 31.74
23382 - Ground Support Equipment Worker 32.93
23391 - Gunsmith I 28.44
23392 - Gunsmith II 30.70
23393 - Gunsmith III 32.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.35
23430 - Heavy Equipment Mechanic 27.28
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 32.93
23465 - Laboratory/Shelter Mechanic 31.85
23470 - Laborer 14.85
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 41.35
23550 - Machinist Maintenance 28.26
23580 - Maintenance Trades Helper 25.80
23591 - Metrology Technician I 32.93
23592 - Metrology Technician II 34.10
23593 - Metrology Technician III 35.19
23640 - Millwright 32.93
23710 - Office Appliance Repairer 31.85
23760 - Painter Maintenance 25.59
23790 - Pipefitter Maintenance 29.82
23810 - Plumber Maintenance 28.84
23820 - Pneudraulic Systems Mechanic 32.93
23850 - Rigger 31.42
23870 - Scale Mechanic 30.70
23890 - Sheet-Metal Worker Maintenance 26.97
23910 - Small Engine Mechanic 30.47
23931 - Telecommunications Mechanic I 32.93
23932 - Telecommunications Mechanic II 34.10
23950 - Telephone Lineman 32.93
23960 - Welder Combination Maintenance 30.39

23965 - Well Driller		32.93
23970 - Woodcraft Worker		32.93
23980 - Woodworker		28.44
24000 - Personal Needs Occupations		
24550 - Case Manager		20.60
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.44
24610 - Chore Aide		14.76
24620 - Family Readiness And Support Services Coordinator		20.60
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.56
25040 - Sewage Plant Operator		33.45
25070 - Stationary Engineer		28.56
25190 - Ventilation Equipment Tender		23.56
25210 - Water Treatment Plant Operator		33.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		27.19
27010 - Court Security Officer		27.19
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		27.19
27070 - Firefighter		27.05
27101 - Guard I		17.49
27102 - Guard II		19.88
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health Facility Attendant		15.59
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06

30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 30.90
30051 - Cryogenic Technician I 28.98
30052 - Cryogenic Technician II 32.01
30061 - Drafter/CAD Operator I 18.88
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.55
30064 - Drafter/CAD Operator IV 28.98
30081 - Engineering Technician I 17.54
30082 - Engineering Technician II 19.69
30083 - Engineering Technician III 22.04
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.39
30086 - Engineering Technician VI 40.39
30090 - Environmental Technician 26.17
30095 - Evidence Control Specialist 26.17
30210 - Laboratory Technician 26.96
30221 - Latent Fingerprint Technician I 28.98
30222 - Latent Fingerprint Technician II 32.01
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 20.93
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.72
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 32.01
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 32.01
30461 - Technical Writer I 27.82
30462 - Technical Writer II 34.03
30463 - Technical Writer III 41.18
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.98
30502 - Weather Forecaster II 35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.55
30621 - Weather Observer Senior (see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 16.46
31030 - Bus Driver 22.14
31043 - Driver Courier 15.79
31260 - Parking and Lot Attendant 13.79
31290 - Shuttle Bus Driver 16.47

31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	34.36
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	17.56
99252 - Laboratory Animal Caretaker II	18.47
99260 - Marketing Analyst	24.78
99310 - Mortician	34.36
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	31.82
99831 - Surveying Aide	19.92
99832 - Surveying Technician	24.09
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4108
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies only to Windham County: Canterbury Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		30.86
01035 - Court Reporter		19.81
01041 - Customer Service Representative I		13.21
01042 - Customer Service Representative II		14.86
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		19.65
01070 - Document Preparation Clerk		15.77

01090 - Duplicating Machine Operator 15.77
01111 - General Clerk I 14.64
01112 - General Clerk II 15.98
01113 - General Clerk III 17.94
01120 - Housing Referral Assistant 22.34
01141 - Messenger Courier 14.44
01191 - Order Clerk I 16.93
01192 - Order Clerk II 20.24
01261 - Personnel Assistant (Employment) I 18.32
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 30.24
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 17.71
01311 - Secretary I 17.71
01312 - Secretary II 19.81
01313 - Secretary III 22.21
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 30.86
01420 - Survey Worker 19.81
01460 - Switchboard Operator/Receptionist 15.53
01531 - Travel Clerk I 13.24
01532 - Travel Clerk II 14.43
01533 - Travel Clerk III 15.70
01611 - Word Processor I 16.69
01612 - Word Processor II 18.73
01613 - Word Processor III 19.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.41
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 19.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.53
07041 - Cook I 17.26
07042 - Cook II 18.63
07070 - Dishwasher 11.73
07130 - Food Service Worker 12.27
07210 - Meat Cutter 23.23

07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	14.69
11090 - Gardener	19.70
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	12.11
11260 - Pruner	15.42
11270 - Tractor Operator	18.88
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	15.84
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational Therapist Assistant	33.41
12015 - Certified Physical Therapist Assistant	31.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	18.18
12130 - Medical Laboratory Technician	30.28
12160 - Medical Record Clerk	20.29
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	26.51
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	19.05
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14

12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.48
12320 - Substance Abuse Treatment Counselor		25.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.65
13050 - Library Aide/Clerk		14.82
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician		17.73
13061 - Media Specialist I		19.97
13062 - Media Specialist II		22.35
13063 - Media Specialist III		24.91
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		18.62
13110 - Video Teleconference Technician		21.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	25.27
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		30.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.94
15020 - Aircrew Training Devices Instructor (Rated)		38.65
15030 - Air Crew Training Devices Instructor (Pilot)		46.32
15050 - Computer Based Training Specialist / Instructor		31.94
15060 - Educational Technologist		38.38

15070 - Flight Instructor (Pilot) 46.32
15080 - Graphic Artist 26.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.32
15086 - Maintenance Test Pilot Rotary Wing 46.32
15088 - Non-Maintenance Test/Co-Pilot 46.32
15090 - Technical Instructor 34.08
15095 - Technical Instructor/Course Developer 41.69
15110 - Test Proctor 27.51
15120 - Tutor 27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.95
19040 - Tool And Die Maker 33.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.31
21030 - Material Coordinator 30.24
21040 - Material Expediter 30.24
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 20.31
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.31
21410 - Warehouse Specialist 20.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.14
23019 - Aircraft Logs and Records Technician 29.61
23021 - Aircraft Mechanic I 32.97
23022 - Aircraft Mechanic II 34.14
23023 - Aircraft Mechanic III 35.23
23040 - Aircraft Mechanic Helper 27.29
23050 - Aircraft Painter 31.89
23060 - Aircraft Servicer 29.61
23070 - Aircraft Survival Flight Equipment Technician 31.89
23080 - Aircraft Worker 30.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.73

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.97
23110 - Appliance Mechanic 28.95
23120 - Bicycle Repairer 25.85
23125 - Cable Splicer 38.86
23130 - Carpenter Maintenance 26.33
23140 - Carpet Layer 27.91
23160 - Electrician Maintenance 28.03
23181 - Electronics Technician Maintenance I 30.40
23182 - Electronics Technician Maintenance II 31.55
23183 - Electronics Technician Maintenance III 32.62
23260 - Fabric Worker 26.88
23290 - Fire Alarm System Mechanic 29.72
23310 - Fire Extinguisher Repairer 25.85
23311 - Fuel Distribution System Mechanic 37.98
23312 - Fuel Distribution System Operator 33.85
23370 - General Maintenance Worker 22.90
23380 - Ground Support Equipment Mechanic 32.97
23381 - Ground Support Equipment Servicer 29.61
23382 - Ground Support Equipment Worker 30.73
23391 - Gunsmith I 25.85
23392 - Gunsmith II 27.91
23393 - Gunsmith III 29.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.59
23430 - Heavy Equipment Mechanic 24.80
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 29.94
23465 - Laboratory/Shelter Mechanic 28.95
23470 - Laborer 14.85
23510 - Locksmith 28.95
23530 - Machinery Maintenance Mechanic 37.59
23550 - Machinist Maintenance 25.82
23580 - Maintenance Trades Helper 23.45
23591 - Metrology Technician I 29.94
23592 - Metrology Technician II 31.00
23593 - Metrology Technician III 31.99
23640 - Millwright 29.94
23710 - Office Appliance Repairer 28.95
23760 - Painter Maintenance 23.26
23790 - Pipefitter Maintenance 27.82
23810 - Plumber Maintenance 26.90
23820 - Pneudraulic Systems Mechanic 29.94
23850 - Rigger 28.56
23870 - Scale Mechanic 27.91
23890 - Sheet-Metal Worker Maintenance 24.52
23910 - Small Engine Mechanic 27.70
23931 - Telecommunications Mechanic I 29.94

23932 - Telecommunications Mechanic II	31.00
23950 - Telephone Lineman	29.94
23960 - Welder Combination Maintenance	27.63
23965 - Well Driller	29.94
23970 - Woodcraft Worker	29.94
23980 - Woodworker	25.85
24000 - Personal Needs Occupations	
24550 - Case Manager	20.60
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.07
24620 - Family Readiness And Support Services Coordinator	20.60
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	33.32
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	23.54
25210 - Water Treatment Plant Operator	33.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.72
27007 - Baggage Inspector	15.90
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	15.90
27102 - Guard II	19.88
27131 - Police Officer I	31.14
27132 - Police Officer II	34.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	15.95
28043 - Carnival Worker	12.49
28210 - Gate Attendant/Gate Tender	19.10
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	21.37
28510 - Recreation Aide/Health Facility Attendant	15.59
28515 - Recreation Specialist	26.47
28630 - Sports Official	17.01
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.22
29020 - Hatch Tender	32.22
29030 - Line Handler	32.22
29041 - Stevedore I	31.04
29042 - Stevedore II	33.44
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 30.90
30051 - Cryogenic Technician I 28.98
30052 - Cryogenic Technician II 32.01
30061 - Drafter/CAD Operator I 18.88
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.55
30064 - Drafter/CAD Operator IV 28.98
30081 - Engineering Technician I 17.54
30082 - Engineering Technician II 19.69
30083 - Engineering Technician III 22.04
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.39
30086 - Engineering Technician VI 40.39
30090 - Environmental Technician 26.17
30095 - Evidence Control Specialist 26.17
30210 - Laboratory Technician 26.96
30221 - Latent Fingerprint Technician I 28.98
30222 - Latent Fingerprint Technician II 32.01
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 19.36
30362 - Paralegal/Legal Assistant II 23.99
30363 - Paralegal/Legal Assistant III 29.35
30364 - Paralegal/Legal Assistant IV 35.50
30375 - Petroleum Supply Specialist 32.01
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 32.01
30461 - Technical Writer I 27.82
30462 - Technical Writer II 34.03
30463 - Technical Writer III 41.18
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 28.98
30502 - Weather Forecaster II 35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.55
30621 - Weather Observer Senior (see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 16.46
31030 - Bus Driver 20.73

31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	13.79
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	21.52
31364 - Truckdriver Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.90
99050 - Desk Clerk	13.41
99095 - Embalmer	34.36
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	17.56
99252 - Laboratory Animal Caretaker II	18.47
99260 - Marketing Analyst	24.78
99310 - Mortician	34.36
99410 - Pest Controller	21.15
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	20.05
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.60
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	14.56
99830 - Survey Party Chief	28.93
99831 - Surveying Aide	18.11
99832 - Surveying Technician	21.90
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4109
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Rhode Island

This wage determination applies to the following towns in WASHINGTON County:
Hopkinton Westerly

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		31.06
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.48
01042 - Customer Service Representative II		17.40
01043 - Customer Service Representative III		18.99
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		19.65
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		14.94

01112 - General Clerk II 16.30
01113 - General Clerk III 18.31
01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 14.44
01191 - Order Clerk I 18.46
01192 - Order Clerk II 20.54
01261 - Personnel Assistant (Employment) I 18.32
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 27.49
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 18.18
01311 - Secretary I 18.18
01312 - Secretary II 20.33
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 31.06
01420 - Survey Worker 21.79
01460 - Switchboard Operator/Receptionist 16.69
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.94
01533 - Travel Clerk III 14.66
01611 - Word Processor I 16.19
01612 - Word Processor II 18.18
01613 - Word Processor III 20.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.02
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 19.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 14.64
07041 - Cook I 17.26
07042 - Cook II 18.63
07070 - Dishwasher 12.37
07130 - Food Service Worker 13.50
07210 - Meat Cutter 23.23
07260 - Waiter/Waitress 12.51
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 28.95
09040 - Furniture Handler 21.82
09080 - Furniture Refinisher 28.95
09090 - Furniture Refinisher Helper 24.78
09110 - Furniture Repairer Minor 26.88
09130 - Upholsterer 28.95
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.04
11060 - Elevator Operator 15.02
11090 - Gardener 19.75
11122 - Housekeeping Aide 15.02
11150 - Janitor 15.02
11210 - Laborer Grounds Maintenance 16.68
11240 - Maid or Houseman 12.84
11260 - Pruner 15.46
11270 - Tractor Operator 18.94
11330 - Trail Maintenance Worker 16.68
11360 - Window Cleaner 16.20
12000 - Health Occupations
12010 - Ambulance Driver 22.23
12011 - Breath Alcohol Technician 24.61
12012 - Certified Occupational Therapist Assistant 33.41
12015 - Certified Physical Therapist Assistant 32.66
12020 - Dental Assistant 23.15
12025 - Dental Hygienist 44.44
12030 - EKG Technician 37.41
12035 - Electroneurodiagnostic Technologist 37.41
12040 - Emergency Medical Technician 22.23
12071 - Licensed Practical Nurse I 22.06
12072 - Licensed Practical Nurse II 24.69
12073 - Licensed Practical Nurse III 27.52
12100 - Medical Assistant 19.03
12130 - Medical Laboratory Technician 33.31
12160 - Medical Record Clerk 20.43
12190 - Medical Record Technician 24.97
12195 - Medical Transcriptionist 22.06
12210 - Nuclear Medicine Technologist 54.05
12221 - Nursing Assistant I 12.34
12222 - Nursing Assistant II 14.36
12223 - Nursing Assistant III 15.67
12224 - Nursing Assistant IV 17.00
12235 - Optical Dispenser 29.16
12236 - Optical Technician 22.06
12250 - Pharmacy Technician 16.99
12280 - Phlebotomist 19.71
12305 - Radiologic Technologist 37.28
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30

12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.48
12320 - Substance Abuse Treatment Counselor		27.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.78
13042 - Illustrator II		29.45
13043 - Illustrator III		36.02
13047 - Librarian		32.61
13050 - Library Aide/Clerk		16.30
13054 - Library Information Technology Systems Administrator		29.45
13058 - Library Technician		18.51
13061 - Media Specialist I		21.25
13062 - Media Specialist II		23.78
13063 - Media Specialist III		26.50
13071 - Photographer I		19.05
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		20.57
13110 - Video Teleconference Technician		22.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.38
14042 - Computer Operator II		20.56
14043 - Computer Operator III		22.94
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.38
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		35.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.44
15020 - Aircrew Training Devices Instructor (Rated)		39.26
15030 - Air Crew Training Devices Instructor (Pilot)		47.05
15050 - Computer Based Training Specialist / Instructor		32.44
15060 - Educational Technologist		39.82
15070 - Flight Instructor (Pilot)		47.05
15080 - Graphic Artist		27.86

15085 - Maintenance Test Pilot Fixed Jet/Prop 47.05
15086 - Maintenance Test Pilot Rotary Wing 47.05
15088 - Non-Maintenance Test/Co-Pilot 47.05
15090 - Technical Instructor 34.08
15095 - Technical Instructor/Course Developer 41.69
15110 - Test Proctor 27.51
15120 - Tutor 27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.85
19040 - Tool And Die Maker 36.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.31
21030 - Material Coordinator 27.49
21040 - Material Expediter 27.49
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 20.31
21110 - Shipping Packer 17.68
21130 - Shipping/Receiving Clerk 17.68
21140 - Store Worker I 15.32
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 20.31
21410 - Warehouse Specialist 20.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.58
23019 - Aircraft Logs and Records Technician 31.74
23021 - Aircraft Mechanic I 35.33
23022 - Aircraft Mechanic II 36.58
23023 - Aircraft Mechanic III 37.76
23040 - Aircraft Mechanic Helper 29.25
23050 - Aircraft Painter 34.17
23060 - Aircraft Servicer 31.74
23070 - Aircraft Survival Flight Equipment Technician 34.17
23080 - Aircraft Worker 32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.33

23110 - Appliance Mechanic 31.85
23120 - Bicycle Repairer 28.44
23125 - Cable Splicer 42.75
23130 - Carpenter Maintenance 26.57
23140 - Carpet Layer 30.70
23160 - Electrician Maintenance 28.21
23181 - Electronics Technician Maintenance I 32.03
23182 - Electronics Technician Maintenance II 33.23
23183 - Electronics Technician Maintenance III 34.36
23260 - Fabric Worker 29.57
23290 - Fire Alarm System Mechanic 32.69
23310 - Fire Extinguisher Repairer 28.44
23311 - Fuel Distribution System Mechanic 41.46
23312 - Fuel Distribution System Operator 35.81
23370 - General Maintenance Worker 24.47
23380 - Ground Support Equipment Mechanic 35.33
23381 - Ground Support Equipment Servicer 31.74
23382 - Ground Support Equipment Worker 32.93
23391 - Gunsmith I 28.44
23392 - Gunsmith II 30.70
23393 - Gunsmith III 32.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.35
23430 - Heavy Equipment Mechanic 30.01
23440 - Heavy Equipment Operator 30.54
23460 - Instrument Mechanic 32.93
23465 - Laboratory/Shelter Mechanic 31.85
23470 - Laborer 14.85
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 41.35
23550 - Machinist Maintenance 27.72
23580 - Maintenance Trades Helper 25.80
23591 - Metrology Technician I 32.93
23592 - Metrology Technician II 34.10
23593 - Metrology Technician III 35.19
23640 - Millwright 32.93
23710 - Office Appliance Repairer 31.85
23760 - Painter Maintenance 25.59
23790 - Pipefitter Maintenance 29.82
23810 - Plumber Maintenance 28.84
23820 - Pneudraulic Systems Mechanic 32.93
23850 - Rigger 31.42
23870 - Scale Mechanic 30.70
23890 - Sheet-Metal Worker Maintenance 27.49
23910 - Small Engine Mechanic 30.47
23931 - Telecommunications Mechanic I 32.93
23932 - Telecommunications Mechanic II 34.10
23950 - Telephone Lineman 32.93

23960 - Welder Combination Maintenance		30.39
23965 - Well Driller		32.93
23970 - Woodcraft Worker		32.93
23980 - Woodworker		28.44
24000 - Personal Needs Occupations		
24550 - Case Manager		20.60
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.44
24610 - Chore Aide		14.76
24620 - Family Readiness And Support Services Coordinator		20.60
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.60
25040 - Sewage Plant Operator		33.45
25070 - Stationary Engineer		29.60
25190 - Ventilation Equipment Tender		24.40
25210 - Water Treatment Plant Operator		33.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		29.91
27010 - Court Security Officer		29.91
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		29.91
27070 - Firefighter		29.76
27101 - Guard I		17.49
27102 - Guard II		19.88
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health Facility Attendant		15.59
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.06
30021 - Archeological Technician I 18.88
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 31.65
30051 - Cryogenic Technician I 28.98
30052 - Cryogenic Technician II 32.01
30061 - Drafter/CAD Operator I 18.88
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.55
30064 - Drafter/CAD Operator IV 28.98
30081 - Engineering Technician I 17.54
30082 - Engineering Technician II 19.69
30083 - Engineering Technician III 22.04
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.39
30086 - Engineering Technician VI 40.39
30090 - Environmental Technician 26.17
30095 - Evidence Control Specialist 26.17
30210 - Laboratory Technician 26.96
30221 - Latent Fingerprint Technician I 28.98
30222 - Latent Fingerprint Technician II 32.01
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 20.93
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.72
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 32.01
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 32.01
30461 - Technical Writer I 27.82
30462 - Technical Writer II 34.03
30463 - Technical Writer III 41.18
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.98
30502 - Weather Forecaster II 35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.55
30621 - Weather Observer Senior (see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 16.46
31030 - Bus Driver 22.14
31043 - Driver Courier 15.79
31260 - Parking and Lot Attendant 12.72

31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	34.36
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.79
99260 - Marketing Analyst	30.71
99310 - Mortician	34.36
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	35.00
99831 - Surveying Aide	21.91
99832 - Surveying Technician	26.50
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4110
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Rhode Island

This wage determination applies to the following towns in WASHINGTON County:
Hopkinton Westerly

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		30.86
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.48
01042 - Customer Service Representative II		17.40
01043 - Customer Service Representative III		18.99
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		19.65

01070 - Document Preparation Clerk 15.77
01090 - Duplicating Machine Operator 15.77
01111 - General Clerk I 14.64
01112 - General Clerk II 15.98
01113 - General Clerk III 17.94
01120 - Housing Referral Assistant 22.34
01141 - Messenger Courier 14.44
01191 - Order Clerk I 18.46
01192 - Order Clerk II 20.54
01261 - Personnel Assistant (Employment) I 18.32
01262 - Personnel Assistant (Employment) II 20.49
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 27.49
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 17.71
01311 - Secretary I 17.71
01312 - Secretary II 19.81
01313 - Secretary III 22.21
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 30.86
01420 - Survey Worker 19.81
01460 - Switchboard Operator/Receptionist 16.05
01531 - Travel Clerk I 13.24
01532 - Travel Clerk II 14.43
01533 - Travel Clerk III 15.70
01611 - Word Processor I 15.77
01612 - Word Processor II 17.71
01613 - Word Processor III 19.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.41
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 19.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.53
07041 - Cook I 17.26
07042 - Cook II 18.63
07070 - Dishwasher 11.73
07130 - Food Service Worker 12.27

07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	14.69
11090 - Gardener	19.70
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	12.11
11260 - Pruner	15.42
11270 - Tractor Operator	18.88
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	15.84
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational Therapist Assistant	33.41
12015 - Certified Physical Therapist Assistant	31.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	44.44
12030 - EKG Technician	37.41
12035 - Electroneurodiagnostic Technologist	37.41
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	18.18
12130 - Medical Laboratory Technician	30.28
12160 - Medical Record Clerk	20.29
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.05
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	26.51
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	19.05
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	27.91

12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.48
12320 - Substance Abuse Treatment Counselor		25.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.78
13042 - Illustrator II		29.45
13043 - Illustrator III		36.02
13047 - Librarian		32.61
13050 - Library Aide/Clerk		14.82
13054 - Library Information Technology Systems Administrator		29.45
13058 - Library Technician		18.51
13061 - Media Specialist I		21.25
13062 - Media Specialist II		23.78
13063 - Media Specialist III		26.50
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		19.50
13110 - Video Teleconference Technician		21.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		35.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.44
15020 - Aircrew Training Devices Instructor (Rated)		39.26
15030 - Air Crew Training Devices Instructor (Pilot)		47.05
15050 - Computer Based Training Specialist / Instructor		32.44

15060 - Educational Technologist 39.82
15070 - Flight Instructor (Pilot) 47.05
15080 - Graphic Artist 26.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.05
15086 - Maintenance Test Pilot Rotary Wing 47.05
15088 - Non-Maintenance Test/Co-Pilot 47.05
15090 - Technical Instructor 34.08
15095 - Technical Instructor/Course Developer 41.69
15110 - Test Proctor 27.51
15120 - Tutor 27.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.95
19040 - Tool And Die Maker 33.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.31
21030 - Material Coordinator 27.49
21040 - Material Expediter 27.49
21050 - Material Handling Laborer 15.84
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 20.31
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.31
21410 - Warehouse Specialist 20.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.14
23019 - Aircraft Logs and Records Technician 29.61
23021 - Aircraft Mechanic I 32.97
23022 - Aircraft Mechanic II 34.14
23023 - Aircraft Mechanic III 35.23
23040 - Aircraft Mechanic Helper 27.29
23050 - Aircraft Painter 31.89
23060 - Aircraft Servicer 29.61
23070 - Aircraft Survival Flight Equipment Technician 31.89
23080 - Aircraft Worker 30.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 30.73

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.97
II
23110 - Appliance Mechanic 28.95
23120 - Bicycle Repairer 25.85
23125 - Cable Splicer 38.86
23130 - Carpenter Maintenance 26.33
23140 - Carpet Layer 27.91
23160 - Electrician Maintenance 28.03
23181 - Electronics Technician Maintenance I 30.40
23182 - Electronics Technician Maintenance II 31.55
23183 - Electronics Technician Maintenance III 32.62
23260 - Fabric Worker 26.88
23290 - Fire Alarm System Mechanic 29.72
23310 - Fire Extinguisher Repairer 25.85
23311 - Fuel Distribution System Mechanic 41.09
23312 - Fuel Distribution System Operator 35.49
23370 - General Maintenance Worker 22.90
23380 - Ground Support Equipment Mechanic 32.97
23381 - Ground Support Equipment Servicer 29.61
23382 - Ground Support Equipment Worker 30.73
23391 - Gunsmith I 25.85
23392 - Gunsmith II 27.91
23393 - Gunsmith III 29.94
23410 - Heating Ventilation And Air-Conditioning 27.61
Mechanic
23411 - Heating Ventilation And Air Contidioning 28.59
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.28
23440 - Heavy Equipment Operator 30.54
23460 - Instrument Mechanic 29.94
23465 - Laboratory/Shelter Mechanic 28.95
23470 - Laborer 14.85
23510 - Locksmith 28.95
23530 - Machinery Maintenance Mechanic 37.59
23550 - Machinist Maintenance 25.20
23580 - Maintenance Trades Helper 23.45
23591 - Metrology Technician I 29.94
23592 - Metrology Technician II 31.00
23593 - Metrology Technician III 31.99
23640 - Millwright 29.94
23710 - Office Appliance Repairer 28.95
23760 - Painter Maintenance 23.26
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 26.90
23820 - Pneudraulic Systems Mechanic 29.94
23850 - Rigger 28.56
23870 - Scale Mechanic 27.91
23890 - Sheet-Metal Worker Maintenance 24.99
23910 - Small Engine Mechanic 27.70

23931 - Telecommunications Mechanic I	29.94
23932 - Telecommunications Mechanic II	31.00
23950 - Telephone Lineman	29.94
23960 - Welder Combination Maintenance	27.63
23965 - Well Driller	29.94
23970 - Woodcraft Worker	29.94
23980 - Woodworker	25.85
24000 - Personal Needs Occupations	
24550 - Case Manager	20.60
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	14.07
24620 - Family Readiness And Support Services Coordinator	20.60
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.60
25040 - Sewage Plant Operator	33.32
25070 - Stationary Engineer	29.60
25190 - Ventilation Equipment Tender	24.40
25210 - Water Treatment Plant Operator	33.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.72
27007 - Baggage Inspector	15.90
27008 - Corrections Officer	29.91
27010 - Court Security Officer	29.91
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	29.91
27070 - Firefighter	29.76
27101 - Guard I	15.90
27102 - Guard II	19.88
27131 - Police Officer I	31.14
27132 - Police Officer II	34.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	15.95
28043 - Carnival Worker	12.49
28210 - Gate Attendant/Gate Tender	19.10
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	21.37
28510 - Recreation Aide/Health Facility Attendant	15.59
28515 - Recreation Specialist	26.47
28630 - Sports Official	17.01
28690 - Swimming Pool Operator	17.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.22
29020 - Hatch Tender	32.22
29030 - Line Handler	32.22
29041 - Stevedore I	31.04
29042 - Stevedore II	33.44

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.42
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.63
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.73
30021 - Archeological Technician I		18.88
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		31.65
30051 - Cryogenic Technician I		28.98
30052 - Cryogenic Technician II		32.01
30061 - Drafter/CAD Operator I		18.88
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.55
30064 - Drafter/CAD Operator IV		28.98
30081 - Engineering Technician I		17.54
30082 - Engineering Technician II		19.69
30083 - Engineering Technician III		22.04
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.39
30086 - Engineering Technician VI		40.39
30090 - Environmental Technician		26.17
30095 - Evidence Control Specialist		26.17
30210 - Laboratory Technician		26.96
30221 - Latent Fingerprint Technician I		28.98
30222 - Latent Fingerprint Technician II		32.01
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		19.36
30362 - Paralegal/Legal Assistant II		23.99
30363 - Paralegal/Legal Assistant III		29.35
30364 - Paralegal/Legal Assistant IV		35.50
30375 - Petroleum Supply Specialist		32.01
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		32.01
30461 - Technical Writer I		27.82
30462 - Technical Writer II		34.03
30463 - Technical Writer III		41.18
30491 - Unexploded Ordnance (UXO) Technician I		28.23
30492 - Unexploded Ordnance (UXO) Technician II		34.15
30493 - Unexploded Ordnance (UXO) Technician III		40.93
30494 - Unexploded (UXO) Safety Escort		28.23
30495 - Unexploded (UXO) Sweep Personnel		28.23
30501 - Weather Forecaster I		28.98
30502 - Weather Forecaster II		35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.55
30621 - Weather Observer Senior	(see 2)	26.17

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.15
31020 - Bus Aide		16.46

31030 - Bus Driver	20.58
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	12.72
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	16.47
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.01
31364 - Truckdriver Tractor-Trailer	22.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.90
99050 - Desk Clerk	13.41
99095 - Embalmer	34.36
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.79
99260 - Marketing Analyst	30.71
99310 - Mortician	34.36
99410 - Pest Controller	21.15
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	20.05
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.60
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	31.82
99831 - Surveying Aide	19.92
99832 - Surveying Technician	24.09
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4111
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.19
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		31.06
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		15.48
01042 - Customer Service Representative II		17.40
01043 - Customer Service Representative III		18.99
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		18.31
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		14.94
01112 - General Clerk II		16.30
01113 - General Clerk III		18.31

01120 - Housing Referral Assistant 22.66
01141 - Messenger Courier 13.57
01191 - Order Clerk I 16.31
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 18.07
01262 - Personnel Assistant (Employment) II 20.22
01263 - Personnel Assistant (Employment) III 22.54
01270 - Production Control Clerk 29.06
01290 - Rental Clerk 15.12
01300 - Scheduler Maintenance 18.18
01311 - Secretary I 18.18
01312 - Secretary II 20.33
01313 - Secretary III 22.66
01320 - Service Order Dispatcher 16.36
01410 - Supply Technician 31.06
01420 - Survey Worker 21.79
01460 - Switchboard Operator/Receptionist 16.69
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.94
01533 - Travel Clerk III 14.66
01611 - Word Processor I 16.19
01612 - Word Processor II 18.18
01613 - Word Processor III 20.33
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.02
05010 - Automotive Electrician 22.22
05040 - Automotive Glass Installer 21.49
05070 - Automotive Worker 21.49
05110 - Mobile Equipment Servicer 20.17
05130 - Motor Equipment Metal Mechanic 22.84
05160 - Motor Equipment Metal Worker 21.49
05190 - Motor Vehicle Mechanic 22.41
05220 - Motor Vehicle Mechanic Helper 19.44
05250 - Motor Vehicle Upholstery Worker 20.87
05280 - Motor Vehicle Wrecker 21.49
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.89
05370 - Tire Repairer 19.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 14.64
07041 - Cook I 17.26
07042 - Cook II 18.63
07070 - Dishwasher 12.37
07130 - Food Service Worker 13.50
07210 - Meat Cutter 23.23
07260 - Waiter/Waitress 12.51
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.95
09040 - Furniture Handler 21.82

09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.02
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer Grounds Maintenance	16.68
11240 - Maid or Houseman	12.84
11260 - Pruner	15.46
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.68
11360 - Window Cleaner	16.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	32.86
12015 - Certified Physical Therapist Assistant	32.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	33.06
12160 - Medical Record Clerk	20.43
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
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	27.20
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.99
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	26.95
12312 - Registered Nurse II	32.97
12313 - Registered Nurse II Specialist	32.97
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III Anesthetist	39.90
12316 - Registered Nurse IV	47.81

12317 - Scheduler (Drug and Alcohol Testing)		30.58
12320 - Substance Abuse Treatment Counselor		27.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.35
13012 - Exhibits Specialist II		27.68
13013 - Exhibits Specialist III		33.86
13041 - Illustrator I		22.35
13042 - Illustrator II		27.68
13043 - Illustrator III		33.86
13047 - Librarian		30.65
13050 - Library Aide/Clerk		16.30
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician		19.24
13061 - Media Specialist I		19.97
13062 - Media Specialist II		22.35
13063 - Media Specialist III		24.91
13071 - Photographer I		18.84
13072 - Photographer II		21.09
13073 - Photographer III		26.11
13074 - Photographer IV		31.94
13075 - Photographer V		38.64
13090 - Technical Order Library Clerk		20.57
13110 - Video Teleconference Technician		22.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.34
14042 - Computer Operator II		20.52
14043 - Computer Operator III		22.87
14044 - Computer Operator IV		25.42
14045 - Computer Operator V		28.15
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		26.53
14170 - System Support Specialist		35.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		47.05
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		38.38
15070 - Flight Instructor (Pilot)		47.05
15080 - Graphic Artist		27.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.05
15086 - Maintenance Test Pilot Rotary Wing		47.05

15088 - Non-Maintenance Test/Co-Pilot 47.05
15090 - Technical Instructor 32.80
15095 - Technical Instructor/Course Developer 40.12
15110 - Test Proctor 26.48
15120 - Tutor 26.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.85
19040 - Tool And Die Maker 36.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.27
21030 - Material Coordinator 27.09
21040 - Material Expediter 27.09
21050 - Material Handling Laborer 14.85
21071 - Order Filler 14.89
21080 - Production Line Worker (Food Processing) 20.27
21110 - Shipping Packer 17.68
21130 - Shipping/Receiving Clerk 17.68
21140 - Store Worker I 15.32
21150 - Stock Clerk 19.14
21210 - Tools And Parts Attendant 20.27
21410 - Warehouse Specialist 20.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.58
23019 - Aircraft Logs and Records Technician 31.74
23021 - Aircraft Mechanic I 35.33
23022 - Aircraft Mechanic II 36.58
23023 - Aircraft Mechanic III 37.76
23040 - Aircraft Mechanic Helper 29.25
23050 - Aircraft Painter 34.17
23060 - Aircraft Servicer 31.74
23070 - Aircraft Survival Flight Equipment Technician 34.17
23080 - Aircraft Worker 32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.33
23110 - Appliance Mechanic 31.85
23120 - Bicycle Repairer 28.44

23125 - Cable Splicer 42.75
23130 - Carpenter Maintenance 26.57
23140 - Carpet Layer 30.70
23160 - Electrician Maintenance 28.21
23181 - Electronics Technician Maintenance I 32.03
23182 - Electronics Technician Maintenance II 33.23
23183 - Electronics Technician Maintenance III 34.36
23260 - Fabric Worker 29.57
23290 - Fire Alarm System Mechanic 32.69
23310 - Fire Extinguisher Repairer 28.44
23311 - Fuel Distribution System Mechanic 40.22
23312 - Fuel Distribution System Operator 35.81
23370 - General Maintenance Worker 24.47
23380 - Ground Support Equipment Mechanic 35.33
23381 - Ground Support Equipment Servicer 31.74
23382 - Ground Support Equipment Worker 32.93
23391 - Gunsmith I 28.44
23392 - Gunsmith II 30.70
23393 - Gunsmith III 32.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.35
23430 - Heavy Equipment Mechanic 28.74
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 32.93
23465 - Laboratory/Shelter Mechanic 31.85
23470 - Laborer 14.85
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 42.42
23550 - Machinist Maintenance 27.83
23580 - Maintenance Trades Helper 25.80
23591 - Metrology Technician I 32.93
23592 - Metrology Technician II 34.10
23593 - Metrology Technician III 35.19
23640 - Millwright 32.93
23710 - Office Appliance Repairer 31.85
23760 - Painter Maintenance 25.59
23790 - Pipefitter Maintenance 29.82
23810 - Plumber Maintenance 28.84
23820 - Pneudraulic Systems Mechanic 32.93
23850 - Rigger 31.61
23870 - Scale Mechanic 30.70
23890 - Sheet-Metal Worker Maintenance 29.56
23910 - Small Engine Mechanic 30.47
23931 - Telecommunications Mechanic I 32.93
23932 - Telecommunications Mechanic II 34.10
23950 - Telephone Lineman 32.93
23960 - Welder Combination Maintenance 30.61
23965 - Well Driller 32.93

23970 - Woodcraft Worker		32.93
23980 - Woodworker		28.44
24000 - Personal Needs Occupations		
24550 - Case Manager		20.60
24570 - Child Care Attendant		13.29
24580 - Child Care Center Clerk		16.58
24610 - Chore Aide		14.76
24620 - Family Readiness And Support Services Coordinator		20.60
24630 - Homemaker		22.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.45
25040 - Sewage Plant Operator		33.45
25070 - Stationary Engineer		28.45
25190 - Ventilation Equipment Tender		23.56
25210 - Water Treatment Plant Operator		33.45
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.72
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		26.44
27010 - Court Security Officer		26.44
27030 - Detection Dog Handler		20.07
27040 - Detention Officer		26.44
27070 - Firefighter		26.44
27101 - Guard I		17.49
27102 - Guard II		20.07
27131 - Police Officer I		31.92
27132 - Police Officer II		35.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.92
28042 - Carnival Equipment Repairer		16.61
28043 - Carnival Worker		13.00
28210 - Gate Attendant/Gate Tender		19.10
28310 - Lifeguard		12.84
28350 - Park Attendant (Aide)		21.37
28510 - Recreation Aide/Health Facility Attendant		15.59
28515 - Recreation Specialist		26.47
28630 - Sports Official		17.01
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.22
29020 - Hatch Tender		32.22
29030 - Line Handler		32.22
29041 - Stevedore I		31.04
29042 - Stevedore II		33.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.86
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.93
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.06
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 31.65
30051 - Cryogenic Technician I 28.98
30052 - Cryogenic Technician II 32.01
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 17.54
30082 - Engineering Technician II 19.69
30083 - Engineering Technician III 22.04
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.39
30086 - Engineering Technician VI 40.39
30090 - Environmental Technician 26.25
30095 - Evidence Control Specialist 26.17
30210 - Laboratory Technician 26.96
30221 - Latent Fingerprint Technician I 28.98
30222 - Latent Fingerprint Technician II 32.01
30240 - Mathematical Technician 26.17
30361 - Paralegal/Legal Assistant I 20.79
30362 - Paralegal/Legal Assistant II 25.93
30363 - Paralegal/Legal Assistant III 31.72
30364 - Paralegal/Legal Assistant IV 38.39
30375 - Petroleum Supply Specialist 32.01
30390 - Photo-Optics Technician 26.17
30395 - Radiation Control Technician 32.01
30461 - Technical Writer I 29.26
30462 - Technical Writer II 35.78
30463 - Technical Writer III 43.31
30491 - Unexploded Ordnance (UXO) Technician I 28.51
30492 - Unexploded Ordnance (UXO) Technician II 34.49
30493 - Unexploded Ordnance (UXO) Technician III 41.34
30494 - Unexploded (UXO) Safety Escort 28.51
30495 - Unexploded (UXO) Sweep Personnel 28.51
30501 - Weather Forecaster I 28.98
30502 - Weather Forecaster II 35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.55
30621 - Weather Observer Senior (see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.49
31020 - Bus Aide 16.46
31030 - Bus Driver 22.14
31043 - Driver Courier 15.91
31260 - Parking and Lot Attendant 15.08
31290 - Shuttle Bus Driver 16.50
31310 - Taxi Driver 15.99

31361 - Truckdriver Light	16.50
31362 - Truckdriver Medium	17.73
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.48
99050 - Desk Clerk	13.94
99095 - Embalmer	30.13
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	14.85
99252 - Laboratory Animal Caretaker II	15.40
99260 - Marketing Analyst	30.71
99310 - Mortician	30.13
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	14.98
99710 - Recycling Laborer	20.45
99711 - Recycling Specialist	23.22
99730 - Refuse Collector	18.96
99810 - Sales Clerk	13.72
99820 - School Crossing Guard	14.30
99830 - Survey Party Chief	29.18
99831 - Surveying Aide	18.31
99832 - Surveying Technician	27.22
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4112
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.16
01012 - Accounting Clerk II		18.14
01013 - Accounting Clerk III		20.30
01020 - Administrative Assistant		30.86
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		15.48
01042 - Customer Service Representative II		17.40
01043 - Customer Service Representative III		18.99
01051 - Data Entry Operator I		17.78
01052 - Data Entry Operator II		19.40
01060 - Dispatcher Motor Vehicle		18.31
01070 - Document Preparation Clerk		16.06
01090 - Duplicating Machine Operator		16.06

01111 - General Clerk I	14.64
01112 - General Clerk II	15.98
01113 - General Clerk III	17.94
01120 - Housing Referral Assistant	22.09
01141 - Messenger Courier	13.57
01191 - Order Clerk I	16.31
01192 - Order Clerk II	18.00
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.22
01263 - Personnel Assistant (Employment) III	22.54
01270 - Production Control Clerk	29.06
01290 - Rental Clerk	14.59
01300 - Scheduler Maintenance	17.71
01311 - Secretary I	17.71
01312 - Secretary II	19.81
01313 - Secretary III	22.09
01320 - Service Order Dispatcher	16.36
01410 - Supply Technician	30.86
01420 - Survey Worker	19.81
01460 - Switchboard Operator/Receptionist	15.53
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.24
01611 - Word Processor I	15.77
01612 - Word Processor II	17.71
01613 - Word Processor III	19.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.41
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	19.00
05400 - Transmission Repair Specialist	22.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.53
07041 - Cook I	17.26
07042 - Cook II	18.63
07070 - Dishwasher	11.73
07130 - Food Service Worker	12.27
07210 - Meat Cutter	23.23
07260 - Waiter/Waitress	11.56

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.95
09040 - Furniture Handler	21.82
09080 - Furniture Refinisher	28.95
09090 - Furniture Refinisher Helper	24.78
09110 - Furniture Repairer Minor	26.88
09130 - Upholsterer	28.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	14.69
11090 - Gardener	19.70
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	12.11
11260 - Pruner	15.42
11270 - Tractor Operator	18.88
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	15.84
12000 - Health Occupations	
12010 - Ambulance Driver	22.23
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	32.86
12015 - Certified Physical Therapist Assistant	31.66
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	43.21
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	22.23
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	18.18
12130 - Medical Laboratory Technician	30.05
12160 - Medical Record Clerk	20.29
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	54.07
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	24.73
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	19.05
12305 - Radiologic Technologist	37.28
12311 - Registered Nurse I	26.74
12312 - Registered Nurse II	32.71
12313 - Registered Nurse II Specialist	32.71

12314 - Registered Nurse III		39.57
12315 - Registered Nurse III Anesthetist		39.57
12316 - Registered Nurse IV		47.43
12317 - Scheduler (Drug and Alcohol Testing)		30.58
12320 - Substance Abuse Treatment Counselor		25.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.35
13012 - Exhibits Specialist II		27.68
13013 - Exhibits Specialist III		33.86
13041 - Illustrator I		22.35
13042 - Illustrator II		27.68
13043 - Illustrator III		33.86
13047 - Librarian		30.65
13050 - Library Aide/Clerk		14.82
13054 - Library Information Technology Systems Administrator		27.68
13058 - Library Technician		19.24
13061 - Media Specialist I		19.97
13062 - Media Specialist II		22.35
13063 - Media Specialist III		24.91
13071 - Photographer I		17.13
13072 - Photographer II		19.17
13073 - Photographer III		23.74
13074 - Photographer IV		29.04
13075 - Photographer V		35.13
13090 - Technical Order Library Clerk		19.50
13110 - Video Teleconference Technician		21.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.67
14042 - Computer Operator II		18.65
14043 - Computer Operator III		20.79
14044 - Computer Operator IV		23.11
14045 - Computer Operator V		25.59
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.67
14160 - Personal Computer Support Technician		24.12
14170 - System Support Specialist		35.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		47.05
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		38.38
15070 - Flight Instructor (Pilot)		47.05

15080 - Graphic Artist 26.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.05
15086 - Maintenance Test Pilot Rotary Wing 47.05
15088 - Non-Maintenance Test/Co-Pilot 47.05
15090 - Technical Instructor 32.80
15095 - Technical Instructor/Course Developer 40.12
15110 - Test Proctor 26.48
15120 - Tutor 26.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.95
19040 - Tool And Die Maker 33.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.27
21030 - Material Coordinator 27.09
21040 - Material Expediter 27.09
21050 - Material Handling Laborer 14.85
21071 - Order Filler 14.89
21080 - Production Line Worker (Food Processing) 20.27
21110 - Shipping Packer 17.26
21130 - Shipping/Receiving Clerk 17.26
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.04
21210 - Tools And Parts Attendant 20.27
21410 - Warehouse Specialist 20.27
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.14
23019 - Aircraft Logs and Records Technician 29.61
23021 - Aircraft Mechanic I 32.97
23022 - Aircraft Mechanic II 34.14
23023 - Aircraft Mechanic III 35.23
23040 - Aircraft Mechanic Helper 27.29
23050 - Aircraft Painter 31.89
23060 - Aircraft Servicer 29.61
23070 - Aircraft Survival Flight Equipment Technician 31.89
23080 - Aircraft Worker 30.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.97

II
23110 - Appliance Mechanic 28.95
23120 - Bicycle Repairer 25.85
23125 - Cable Splicer 38.86
23130 - Carpenter Maintenance 26.33
23140 - Carpet Layer 27.91
23160 - Electrician Maintenance 28.03
23181 - Electronics Technician Maintenance I 30.40
23182 - Electronics Technician Maintenance II 31.55
23183 - Electronics Technician Maintenance III 32.62
23260 - Fabric Worker 26.88
23290 - Fire Alarm System Mechanic 29.72
23310 - Fire Extinguisher Repairer 25.85
23311 - Fuel Distribution System Mechanic 36.56
23312 - Fuel Distribution System Operator 33.95
23370 - General Maintenance Worker 22.91
23380 - Ground Support Equipment Mechanic 32.97
23381 - Ground Support Equipment Servicer 29.61
23382 - Ground Support Equipment Worker 30.73
23391 - Gunsmith I 25.85
23392 - Gunsmith II 27.91
23393 - Gunsmith III 29.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.59
23430 - Heavy Equipment Mechanic 26.13
23440 - Heavy Equipment Operator 29.78
23460 - Instrument Mechanic 29.94
23465 - Laboratory/Shelter Mechanic 28.95
23470 - Laborer 14.85
23510 - Locksmith 28.95
23530 - Machinery Maintenance Mechanic 39.48
23550 - Machinist Maintenance 25.30
23580 - Maintenance Trades Helper 23.45
23591 - Metrology Technician I 29.94
23592 - Metrology Technician II 31.00
23593 - Metrology Technician III 31.99
23640 - Millwright 29.94
23710 - Office Appliance Repairer 28.95
23760 - Painter Maintenance 23.26
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 26.61
23820 - Pneudraulic Systems Mechanic 29.94
23850 - Rigger 28.74
23870 - Scale Mechanic 27.91
23890 - Sheet-Metal Worker Maintenance 26.87
23910 - Small Engine Mechanic 27.70
23931 - Telecommunications Mechanic I 29.94
23932 - Telecommunications Mechanic II 31.00

23950 - Telephone Lineman 29.94
23960 - Welder Combination Maintenance 27.83
23965 - Well Driller 29.94
23970 - Woodcraft Worker 29.94
23980 - Woodworker 25.85
24000 - Personal Needs Occupations
24550 - Case Manager 20.60
24570 - Child Care Attendant 13.29
24580 - Child Care Center Clerk 16.58
24610 - Chore Aide 14.07
24620 - Family Readiness And Support Services Coordinator 20.60
24630 - Homemaker 22.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.44
25040 - Sewage Plant Operator 33.32
25070 - Stationary Engineer 28.44
25190 - Ventilation Equipment Tender 23.54
25210 - Water Treatment Plant Operator 33.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.72
27007 - Baggage Inspector 15.90
27008 - Corrections Officer 26.44
27010 - Court Security Officer 26.44
27030 - Detection Dog Handler 20.07
27040 - Detention Officer 26.44
27070 - Firefighter 26.44
27101 - Guard I 15.90
27102 - Guard II 20.07
27131 - Police Officer I 31.14
27132 - Police Officer II 34.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.29
28042 - Carnival Equipment Repairer 15.95
28043 - Carnival Worker 12.49
28210 - Gate Attendant/Gate Tender 19.10
28310 - Lifeguard 12.84
28350 - Park Attendant (Aide) 21.37
28510 - Recreation Aide/Health Facility Attendant 15.59
28515 - Recreation Specialist 26.47
28630 - Sports Official 17.01
28690 - Swimming Pool Operator 17.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.22
29020 - Hatch Tender 32.22
29030 - Line Handler 32.22
29041 - Stevedore I 31.04
29042 - Stevedore II 33.44
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.42

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.73
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 31.65
30051 - Cryogenic Technician I 28.98
30052 - Cryogenic Technician II 32.01
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 17.54
30082 - Engineering Technician II 19.69
30083 - Engineering Technician III 22.04
30084 - Engineering Technician IV 27.30
30085 - Engineering Technician V 33.39
30086 - Engineering Technician VI 40.39
30090 - Environmental Technician 26.25
30095 - Evidence Control Specialist 26.17
30210 - Laboratory Technician 26.96
30221 - Latent Fingerprint Technician I 28.98
30222 - Latent Fingerprint Technician II 32.01
30240 - Mathematical Technician 26.17
30361 - Paralegal/Legal Assistant I 18.90
30362 - Paralegal/Legal Assistant II 25.78
30363 - Paralegal/Legal Assistant III 31.55
30364 - Paralegal/Legal Assistant IV 38.16
30375 - Petroleum Supply Specialist 32.01
30390 - Photo-Optics Technician 26.17
30395 - Radiation Control Technician 32.01
30461 - Technical Writer I 29.26
30462 - Technical Writer II 35.78
30463 - Technical Writer III 43.31
30491 - Unexploded Ordnance (UXO) Technician I 28.23
30492 - Unexploded Ordnance (UXO) Technician II 34.15
30493 - Unexploded Ordnance (UXO) Technician III 40.93
30494 - Unexploded (UXO) Safety Escort 28.23
30495 - Unexploded (UXO) Sweep Personnel 28.23
30501 - Weather Forecaster I 28.98
30502 - Weather Forecaster II 35.24
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.55
30621 - Weather Observer Senior (see 2) 26.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.15
31020 - Bus Aide 16.46
31030 - Bus Driver 20.26
31043 - Driver Courier 15.91

31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	16.50
31310 - Taxi Driver	15.99
31361 - Truckdriver Light	16.50
31362 - Truckdriver Medium	17.73
31363 - Truckdriver Heavy	21.52
31364 - Truckdriver Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.65
99030 - Cashier	11.90
99050 - Desk Clerk	13.10
99095 - Embalmer	30.13
99130 - Flight Follower	28.23
99251 - Laboratory Animal Caretaker I	14.85
99252 - Laboratory Animal Caretaker II	15.40
99260 - Marketing Analyst	30.71
99310 - Mortician	30.13
99410 - Pest Controller	21.15
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	20.05
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.60
99810 - Sales Clerk	13.20
99820 - School Crossing Guard	14.30
99830 - Survey Party Chief	27.73
99831 - Surveying Aide	17.40
99832 - Surveying Technician	25.87
99840 - Vending Machine Attendant	20.13
99841 - Vending Machine Repairer	22.67
99842 - Vending Machine Repairer Helper	20.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4113
Revision No.: 17
Date Of Last Revision: 04/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:

FAIRFIELD COUNTY: Bridgeport Darien Easton Fairfield Greenwich Monroe New Canaan Norwalk Redding Ridgefield Shelton Stamford Trumbull Weston Westport Wilton

NEW HAVEN COUNTY: Ansonia Derby Milford Oxford Seymour Southbury Woodbridge

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.77
01012 - Accounting Clerk II		23.33
01013 - Accounting Clerk III		26.09
01020 - Administrative Assistant		40.44
01035 - Court Reporter		27.46
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.58

01043 - Customer Service Representative III 21.68
01051 - Data Entry Operator I 18.94
01052 - Data Entry Operator II 20.66
01060 - Dispatcher Motor Vehicle 26.48
01070 - Document Preparation Clerk 21.43
01090 - Duplicating Machine Operator 21.43
01111 - General Clerk I 16.30
01112 - General Clerk II 18.95
01113 - General Clerk III 20.91
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.48
01191 - Order Clerk I 19.27
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 20.66
01262 - Personnel Assistant (Employment) II 23.12
01263 - Personnel Assistant (Employment) III 25.76
01270 - Production Control Clerk 29.52
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 23.73
01312 - Secretary II 27.30
01313 - Secretary III 29.61
01320 - Service Order Dispatcher 23.68
01410 - Supply Technician 40.44
01420 - Survey Worker 22.19
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 15.00
01532 - Travel Clerk II 16.34
01533 - Travel Clerk III 17.23
01611 - Word Processor I 21.00
01612 - Word Processor II 23.59
01613 - Word Processor III 26.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.38
05010 - Automotive Electrician 29.52
05040 - Automotive Glass Installer 28.55
05070 - Automotive Worker 28.55
05110 - Mobile Equipment Servicer 26.80
05130 - Motor Equipment Metal Mechanic 30.34
05160 - Motor Equipment Metal Worker 28.55
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 25.82
05250 - Motor Vehicle Upholstery Worker 27.72
05280 - Motor Vehicle Wrecker 28.55
05310 - Painter Automotive 28.79
05340 - Radiator Repair Specialist 26.95
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 16.75

07041 - Cook I	19.04
07042 - Cook II	20.73
07070 - Dishwasher	12.13
07130 - Food Service Worker	13.91
07210 - Meat Cutter	23.28
07260 - Waiter/Waitress	12.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.50
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	19.59
09110 - Furniture Repairer Minor	21.51
09130 - Upholsterer	25.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.99
11060 - Elevator Operator	16.31
11090 - Gardener	20.66
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	17.38
11240 - Maid or Houseman	14.37
11260 - Pruner	15.68
11270 - Tractor Operator	19.69
11330 - Trail Maintenance Worker	17.38
11360 - Window Cleaner	18.08
12000 - Health Occupations	
12010 - Ambulance Driver	26.09
12011 - Breath Alcohol Technician	26.09
12012 - Certified Occupational Therapist Assistant	31.22
12015 - Certified Physical Therapist Assistant	34.59
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	48.35
12030 - EKG Technician	40.07
12035 - Electroneurodiagnostic Technologist	40.07
12040 - Emergency Medical Technician	26.09
12071 - Licensed Practical Nurse I	23.25
12072 - Licensed Practical Nurse II	26.00
12073 - Licensed Practical Nurse III	28.98
12100 - Medical Assistant	18.97
12130 - Medical Laboratory Technician	32.98
12160 - Medical Record Clerk	19.20
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	21.24
12210 - Nuclear Medicine Technologist	47.93
12221 - Nursing Assistant I	12.73
12222 - Nursing Assistant II	14.30
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	30.34
12236 - Optical Technician	23.60

12250 - Pharmacy Technician		16.80
12280 - Phlebotomist		21.53
12305 - Radiologic Technologist		35.48
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		32.27
12320 - Substance Abuse Treatment Counselor		25.81
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		28.28
13012 - Exhibits Specialist II		35.03
13013 - Exhibits Specialist III		42.85
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.74
13062 - Media Specialist II		26.56
13063 - Media Specialist III		29.60
13071 - Photographer I		18.90
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		18.94
13110 - Video Teleconference Technician		29.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.89
14042 - Computer Operator II		25.62
14043 - Computer Operator III		28.57
14044 - Computer Operator IV		31.75
14045 - Computer Operator V		35.13
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.89
14160 - Personal Computer Support Technician		31.75
14170 - System Support Specialist		42.09
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated) 39.54
15020 - Aircrew Training Devices Instructor (Rated) 43.94
15030 - Air Crew Training Devices Instructor (Pilot) 52.65
15050 - Computer Based Training Specialist / Instructor 39.54
15060 - Educational Technologist 44.89
15070 - Flight Instructor (Pilot) 52.65
15080 - Graphic Artist 32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 52.65
15086 - Maintenance Test Pilot Rotary Wing 52.65
15088 - Non-Maintenance Test/Co-Pilot 52.65
15090 - Technical Instructor 31.28
15095 - Technical Instructor/Course Developer 38.27
15110 - Test Proctor 25.26
15120 - Tutor 25.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.29
19040 - Tool And Die Maker 31.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.92
21030 - Material Coordinator 29.52
21040 - Material Expediter 29.52
21050 - Material Handling Laborer 16.25
21071 - Order Filler 15.98
21080 - Production Line Worker (Food Processing) 21.92
21110 - Shipping Packer 18.42
21130 - Shipping/Receiving Clerk 18.42
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 21.92
21410 - Warehouse Specialist 21.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.15
23019 - Aircraft Logs and Records Technician 36.91
23021 - Aircraft Mechanic I 41.69
23022 - Aircraft Mechanic II 43.15
23023 - Aircraft Mechanic III 44.88
23040 - Aircraft Mechanic Helper 33.63
23050 - Aircraft Painter 40.07

23060 - Aircraft Servicer 36.91
23070 - Aircraft Survival Flight Equipment Technician 40.07
23080 - Aircraft Worker 38.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 41.69
23110 - Appliance Mechanic 29.64
23120 - Bicycle Repairer 28.45
23125 - Cable Splicer 48.55
23130 - Carpenter Maintenance 32.53
23140 - Carpet Layer 30.98
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 29.67
23182 - Electronics Technician Maintenance II 30.96
23183 - Electronics Technician Maintenance III 33.63
23260 - Fabric Worker 29.77
23290 - Fire Alarm System Mechanic 30.85
23310 - Fire Extinguisher Repairer 28.45
23311 - Fuel Distribution System Mechanic 37.09
23312 - Fuel Distribution System Operator 32.77
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 41.69
23381 - Ground Support Equipment Servicer 36.91
23382 - Ground Support Equipment Worker 38.40
23391 - Gunsmith I 28.45
23392 - Gunsmith II 30.98
23393 - Gunsmith III 33.63
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.79
23430 - Heavy Equipment Mechanic 34.76
23440 - Heavy Equipment Operator 36.26
23460 - Instrument Mechanic 33.63
23465 - Laboratory/Shelter Mechanic 32.33
23470 - Laborer 15.10
23510 - Locksmith 28.63
23530 - Machinery Maintenance Mechanic 29.35
23550 - Machinist Maintenance 26.51
23580 - Maintenance Trades Helper 17.62
23591 - Metrology Technician I 33.63
23592 - Metrology Technician II 34.81
23593 - Metrology Technician III 36.20
23640 - Millwright 33.63
23710 - Office Appliance Repairer 24.40
23760 - Painter Maintenance 26.98
23790 - Pipefitter Maintenance 32.08
23810 - Plumber Maintenance 30.99
23820 - Pneudraulic Systems Mechanic 33.63

23850 - Rigger 32.76
23870 - Scale Mechanic 30.98
23890 - Sheet-Metal Worker Maintenance 28.40
23910 - Small Engine Mechanic 29.68
23931 - Telecommunications Mechanic I 37.20
23932 - Telecommunications Mechanic II 38.45
23950 - Telephone Lineman 34.19
23960 - Welder Combination Maintenance 25.85
23965 - Well Driller 33.63
23970 - Woodcraft Worker 33.63
23980 - Woodworker 28.45
24000 - Personal Needs Occupations
24550 - Case Manager 22.14
24570 - Child Care Attendant 13.99
24580 - Child Care Center Clerk 18.20
24610 - Chore Aide 13.62
24620 - Family Readiness And Support Services Coordinator 22.14
24630 - Homemaker 24.30
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.63
25040 - Sewage Plant Operator 34.47
25070 - Stationary Engineer 33.63
25190 - Ventilation Equipment Tender 27.49
25210 - Water Treatment Plant Operator 34.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.02
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 36.34
27010 - Court Security Officer 36.34
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 36.34
27070 - Firefighter 36.34
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 33.34
27132 - Police Officer II 37.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.07
28042 - Carnival Equipment Repairer 16.86
28043 - Carnival Worker 12.79
28210 - Gate Attendant/Gate Tender 17.19
28310 - Lifeguard 13.93
28350 - Park Attendant (Aide) 19.24
28510 - Recreation Aide/Health Facility Attendant 18.98
28515 - Recreation Specialist 23.99
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 18.36
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.98

29020 - Hatch Tender 30.98
29030 - Line Handler 30.98
29041 - Stevedore I 29.77
29042 - Stevedore II 32.84
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.35
30021 - Archeological Technician I 20.29
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.60
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 30.38
30051 - Cryogenic Technician I 30.56
30052 - Cryogenic Technician II 33.76
30061 - Drafter/CAD Operator I 19.92
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.56
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 27.60
30095 - Evidence Control Specialist 27.60
30210 - Laboratory Technician 29.43
30221 - Latent Fingerprint Technician I 30.56
30222 - Latent Fingerprint Technician II 33.76
30240 - Mathematical Technician 30.00
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 33.76
30390 - Photo-Optics Technician 27.60
30395 - Radiation Control Technician 33.76
30461 - Technical Writer I 25.57
30462 - Technical Writer II 31.26
30463 - Technical Writer III 37.86
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 30.56
30502 - Weather Forecaster II 37.18
30620 - Weather Observer Combined Upper Air Or (see 2) 24.89
Surface Programs

30621 - Weather Observer Senior	(see 2)	27.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		22.65
31030 - Bus Driver		28.17
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		13.03
31290 - Shuttle Bus Driver		18.39
31310 - Taxi Driver		18.39
31361 - Truckdriver Light		17.80
31362 - Truckdriver Medium		19.73
31363 - Truckdriver Heavy		24.85
31364 - Truckdriver Tractor-Trailer		24.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		12.37
99050 - Desk Clerk		13.86
99095 - Embalmer		37.16
99130 - Flight Follower		29.58
99251 - Laboratory Animal Caretaker I		15.15
99252 - Laboratory Animal Caretaker II		15.89
99260 - Marketing Analyst		35.74
99310 - Mortician		37.16
99410 - Pest Controller		21.61
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		27.85
99711 - Recycling Specialist		31.55
99730 - Refuse Collector		25.12
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		17.84
99830 - Survey Party Chief		34.02
99831 - Surveying Aide		23.37
99832 - Surveying Technician		30.88
99840 - Vending Machine Attendant		16.54
99841 - Vending Machine Repairer		18.62
99842 - Vending Machine Repairer Helper		16.54

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4114
Revision No.: 16
Date Of Last Revision: 05/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following counties in CONNECTICUT:

FAIRFIELD COUNTY: Bridgeport Darien Easton Fairfield Greenwich Monroe New Canaan Norwalk Redding Ridgefield Shelton Stamford Trumbull Weston Westport Wilton

NEW HAVEN COUNTY: Ansonia Derby Milford Oxford Seymour Southbury Woodbridge

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.06
01012 - Accounting Clerk II		22.53
01013 - Accounting Clerk III		25.20
01020 - Administrative Assistant		38.55

01035 - Court Reporter 27.46
01041 - Customer Service Representative I 16.06
01042 - Customer Service Representative II 18.06
01043 - Customer Service Representative III 19.71
01051 - Data Entry Operator I 18.94
01052 - Data Entry Operator II 20.66
01060 - Dispatcher Motor Vehicle 25.79
01070 - Document Preparation Clerk 19.48
01090 - Duplicating Machine Operator 19.48
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 19.01
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.48
01191 - Order Clerk I 19.27
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 19.05
01262 - Personnel Assistant (Employment) II 21.30
01263 - Personnel Assistant (Employment) III 23.75
01270 - Production Control Clerk 29.52
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 23.73
01312 - Secretary II 27.30
01313 - Secretary III 29.61
01320 - Service Order Dispatcher 22.92
01410 - Supply Technician 38.55
01420 - Survey Worker 22.19
01460 - Switchboard Operator/Receptionist 17.35
01531 - Travel Clerk I 15.00
01532 - Travel Clerk II 16.34
01533 - Travel Clerk III 17.23
01611 - Word Processor I 20.16
01612 - Word Processor II 22.63
01613 - Word Processor III 25.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.38
05010 - Automotive Electrician 29.52
05040 - Automotive Glass Installer 28.55
05070 - Automotive Worker 28.55
05110 - Mobile Equipment Servicer 26.80
05130 - Motor Equipment Metal Mechanic 30.34
05160 - Motor Equipment Metal Worker 28.55
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 25.82
05250 - Motor Vehicle Upholstery Worker 27.72
05280 - Motor Vehicle Wrecker 28.55
05310 - Painter Automotive 28.79
05340 - Radiator Repair Specialist 26.95
05370 - Tire Repairer 15.94

05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	19.01
07042 - Cook II	20.70
07070 - Dishwasher	11.91
07130 - Food Service Worker	13.60
07210 - Meat Cutter	23.28
07260 - Waiter/Waitress	11.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	25.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.72
11060 - Elevator Operator	15.70
11090 - Gardener	20.50
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	17.24
11240 - Maid or Houseman	14.16
11260 - Pruner	15.55
11270 - Tractor Operator	19.54
11330 - Trail Maintenance Worker	17.24
11360 - Window Cleaner	17.34
12000 - Health Occupations	
12010 - Ambulance Driver	26.09
12011 - Breath Alcohol Technician	26.09
12012 - Certified Occupational Therapist Assistant	31.22
12015 - Certified Physical Therapist Assistant	32.68
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	48.35
12030 - EKG Technician	39.07
12035 - Electroneurodiagnostic Technologist	39.07
12040 - Emergency Medical Technician	26.09
12071 - Licensed Practical Nurse I	22.75
12072 - Licensed Practical Nurse II	25.45
12073 - Licensed Practical Nurse III	28.37
12100 - Medical Assistant	18.93
12130 - Medical Laboratory Technician	31.68
12160 - Medical Record Clerk	17.45
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	47.93
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.82

12224 - Nursing Assistant IV		17.28
12235 - Optical Dispenser		29.71
12236 - Optical Technician		23.60
12250 - Pharmacy Technician		16.80
12280 - Phlebotomist		21.53
12305 - Radiologic Technologist		32.35
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		32.27
12320 - Substance Abuse Treatment Counselor		24.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		28.28
13012 - Exhibits Specialist II		35.03
13013 - Exhibits Specialist III		42.85
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.74
13062 - Media Specialist II		26.56
13063 - Media Specialist III		29.60
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		18.30
13110 - Video Teleconference Technician		29.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81

14160 - Personal Computer Support Technician 28.86
14170 - System Support Specialist 42.09
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 39.54
15020 - Aircrew Training Devices Instructor (Rated) 43.75
15030 - Air Crew Training Devices Instructor (Pilot) 52.46
15050 - Computer Based Training Specialist / Instructor 39.54
15060 - Educational Technologist 40.81
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.98
15086 - Maintenance Test Pilot Rotary Wing 48.98
15088 - Non-Maintenance Test/Co-Pilot 48.98
15090 - Technical Instructor 31.28
15095 - Technical Instructor/Course Developer 38.27
15110 - Test Proctor 25.26
15120 - Tutor 25.26
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.70
19040 - Tool And Die Maker 29.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.92
21030 - Material Coordinator 29.52
21040 - Material Expediter 29.52
21050 - Material Handling Laborer 16.25
21071 - Order Filler 15.98
21080 - Production Line Worker (Food Processing) 21.92
21110 - Shipping Packer 18.42
21130 - Shipping/Receiving Clerk 18.42
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.12
21210 - Tools And Parts Attendant 21.92
21410 - Warehouse Specialist 21.92
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.23
23019 - Aircraft Logs and Records Technician 33.55
23021 - Aircraft Mechanic I 37.90
23022 - Aircraft Mechanic II 39.23

23023 - Aircraft Mechanic III 40.80
23040 - Aircraft Mechanic Helper 30.57
23050 - Aircraft Painter 36.43
23060 - Aircraft Servicer 33.55
23070 - Aircraft Survival Flight Equipment Technician 36.43
23080 - Aircraft Worker 34.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.90
23110 - Appliance Mechanic 28.63
23120 - Bicycle Repairer 27.71
23125 - Cable Splicer 44.14
23130 - Carpenter Maintenance 32.53
23140 - Carpet Layer 30.17
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 26.97
23182 - Electronics Technician Maintenance II 28.15
23183 - Electronics Technician Maintenance III 32.79
23260 - Fabric Worker 28.99
23290 - Fire Alarm System Mechanic 30.85
23310 - Fire Extinguisher Repairer 27.71
23311 - Fuel Distribution System Mechanic 33.72
23312 - Fuel Distribution System Operator 29.79
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 37.90
23381 - Ground Support Equipment Servicer 33.55
23382 - Ground Support Equipment Worker 34.91
23391 - Gunsmith I 27.71
23392 - Gunsmith II 30.17
23393 - Gunsmith III 32.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.79
23430 - Heavy Equipment Mechanic 31.60
23440 - Heavy Equipment Operator 35.61
23460 - Instrument Mechanic 32.76
23465 - Laboratory/Shelter Mechanic 31.49
23470 - Laborer 14.67
23510 - Locksmith 28.63
23530 - Machinery Maintenance Mechanic 29.35
23550 - Machinist Maintenance 25.33
23580 - Maintenance Trades Helper 17.62
23591 - Metrology Technician I 32.76
23592 - Metrology Technician II 33.90
23593 - Metrology Technician III 35.27
23640 - Millwright 30.72
23710 - Office Appliance Repairer 23.53
23760 - Painter Maintenance 26.98

23790 - Pipefitter Maintenance	29.16
23810 - Plumber Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	32.76
23850 - Rigger	32.76
23870 - Scale Mechanic	30.17
23890 - Sheet-Metal Worker Maintenance	28.40
23910 - Small Engine Mechanic	28.97
23931 - Telecommunications Mechanic I	33.82
23932 - Telecommunications Mechanic II	34.95
23950 - Telephone Lineman	34.19
23960 - Welder Combination Maintenance	25.85
23965 - Well Driller	32.76
23970 - Woodcraft Worker	32.76
23980 - Woodworker	27.71
24000 - Personal Needs Occupations	
24550 - Case Manager	21.86
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	13.35
24620 - Family Readiness And Support Services Coordinator	21.86
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.29
25040 - Sewage Plant Operator	34.47
25070 - Stationary Engineer	33.29
25190 - Ventilation Equipment Tender	27.49
25210 - Water Treatment Plant Operator	34.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.45
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.63
27010 - Court Security Officer	35.63
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.63
27070 - Firefighter	35.63
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.24
28042 - Carnival Equipment Repairer	15.99
28043 - Carnival Worker	12.29
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32

28690	Swimming Pool Operator	17.41
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	30.61
29020	Hatch Tender	30.61
29030	Line Handler	30.61
29041	Stevedore I	29.41
29042	Stevedore II	32.84
30000	Technical Occupations	
30010	Air Traffic Control Specialist Center (HFO) (see 2)	46.08
30011	Air Traffic Control Specialist Station (HFO) (see 2)	31.78
30012	Air Traffic Control Specialist Terminal (HFO) (see 2)	35.00
30021	Archeological Technician I	20.29
30022	Archeological Technician II	22.42
30023	Archeological Technician III	27.27
30030	Cartographic Technician	27.75
30040	Civil Engineering Technician	30.38
30051	Cryogenic Technician I	30.53
30052	Cryogenic Technician II	33.72
30061	Drafter/CAD Operator I	19.69
30062	Drafter/CAD Operator II	22.42
30063	Drafter/CAD Operator III	24.89
30064	Drafter/CAD Operator IV	30.53
30081	Engineering Technician I	19.98
30082	Engineering Technician II	22.47
30083	Engineering Technician III	25.28
30084	Engineering Technician IV	31.22
30085	Engineering Technician V	38.08
30086	Engineering Technician VI	46.34
30090	Environmental Technician	26.64
30095	Evidence Control Specialist	26.64
30210	Laboratory Technician	29.43
30221	Latent Fingerprint Technician I	30.53
30222	Latent Fingerprint Technician II	33.72
30240	Mathematical Technician	27.27
30361	Paralegal/Legal Assistant I	23.36
30362	Paralegal/Legal Assistant II	28.94
30363	Paralegal/Legal Assistant III	35.39
30364	Paralegal/Legal Assistant IV	42.84
30375	Petroleum Supply Specialist	32.58
30390	Photo-Optics Technician	27.27
30395	Radiation Control Technician	32.58
30461	Technical Writer I	25.57
30462	Technical Writer II	31.26
30463	Technical Writer III	37.86
30491	Unexploded Ordnance (UXO) Technician I	29.29
30492	Unexploded Ordnance (UXO) Technician II	35.44
30493	Unexploded Ordnance (UXO) Technician III	42.48
30494	Unexploded (UXO) Safety Escort	29.29
30495	Unexploded (UXO) Sweep Personnel	29.29
30501	Weather Forecaster I	30.53

30502 - Weather Forecaster II		37.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.44
31020 - Bus Aide		20.75
31030 - Bus Driver		25.82
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		13.03
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		17.73
31361 - Truckdriver Light		17.80
31362 - Truckdriver Medium		19.73
31363 - Truckdriver Heavy		24.52
31364 - Truckdriver Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.28
99030 - Cashier		11.90
99050 - Desk Clerk		12.91
99095 - Embalmer		37.16
99130 - Flight Follower		29.29
99251 - Laboratory Animal Caretaker I		15.04
99252 - Laboratory Animal Caretaker II		15.78
99260 - Marketing Analyst		35.74
99310 - Mortician		37.16
99410 - Pest Controller		19.65
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		26.17
99711 - Recycling Specialist		29.66
99730 - Refuse Collector		23.61
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		17.84
99830 - Survey Party Chief		32.54
99831 - Surveying Aide		22.36
99832 - Surveying Technician		29.54
99840 - Vending Machine Attendant		16.54
99841 - Vending Machine Repairer		18.62
99842 - Vending Machine Repairer Helper		16.54

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day

Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4115
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bridgewater New Milford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.42
01012 - Accounting Clerk II		21.81
01013 - Accounting Clerk III		24.39
01020 - Administrative Assistant		33.88
01035 - Court Reporter		19.99
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.51
01043 - Customer Service Representative III		20.20
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		23.66
01070 - Document Preparation Clerk		20.60
01090 - Duplicating Machine Operator		20.60
01111 - General Clerk I		15.55

01112 - General Clerk II	16.97
01113 - General Clerk III	19.06
01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	14.44
01191 - Order Clerk I	20.31
01192 - Order Clerk II	22.26
01261 - Personnel Assistant (Employment) I	21.05
01262 - Personnel Assistant (Employment) II	23.56
01263 - Personnel Assistant (Employment) III	26.26
01270 - Production Control Clerk	26.82
01290 - Rental Clerk	15.62
01300 - Scheduler Maintenance	17.87
01311 - Secretary I	17.87
01312 - Secretary II	19.99
01313 - Secretary III	22.29
01320 - Service Order Dispatcher	21.16
01410 - Supply Technician	33.88
01420 - Survey Worker	19.99
01460 - Switchboard Operator/Receptionist	17.68
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	16.16
01612 - Word Processor II	18.14
01613 - Word Processor III	20.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.89
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.41
05340 - Radiator Repair Specialist	21.48
05370 - Tire Repairer	16.42
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.99
07041 - Cook I	17.41
07042 - Cook II	18.96
07070 - Dishwasher	11.97
07130 - Food Service Worker	14.07
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	11.64
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 27.33
09040 - Furniture Handler 20.23
09080 - Furniture Refinisher 27.33
09090 - Furniture Refinisher Helper 22.93
09110 - Furniture Repairer Minor 25.16
09130 - Upholsterer 27.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.55
11060 - Elevator Operator 16.84
11090 - Gardener 21.58
11122 - Housekeeping Aide 16.84
11150 - Janitor 16.84
11210 - Laborer Grounds Maintenance 18.15
11240 - Maid or Houseman 12.25
11260 - Pruner 16.36
11270 - Tractor Operator 20.57
11330 - Trail Maintenance Worker 18.15
11360 - Window Cleaner 18.67
12000 - Health Occupations
12010 - Ambulance Driver 25.45
12011 - Breath Alcohol Technician 25.45
12012 - Certified Occupational Therapist Assistant 34.92
12015 - Certified Physical Therapist Assistant 34.92
12020 - Dental Assistant 23.29
12025 - Dental Hygienist 48.18
12030 - EKG Technician 38.57
12035 - Electroneurodiagnostic Technologist 38.57
12040 - Emergency Medical Technician 25.45
12071 - Licensed Practical Nurse I 22.76
12072 - Licensed Practical Nurse II 25.45
12073 - Licensed Practical Nurse III 28.37
12100 - Medical Assistant 18.33
12130 - Medical Laboratory Technician 22.76
12160 - Medical Record Clerk 22.81
12190 - Medical Record Technician 28.07
12195 - Medical Transcriptionist 22.76
12210 - Nuclear Medicine Technologist 55.94
12221 - Nursing Assistant I 13.81
12222 - Nursing Assistant II 15.73
12223 - Nursing Assistant III 17.16
12224 - Nursing Assistant IV 19.01
12235 - Optical Dispenser 32.16
12236 - Optical Technician 22.76
12250 - Pharmacy Technician 16.11
12280 - Phlebotomist 20.14
12305 - Radiologic Technologist 36.32
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30

12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		31.52
12320 - Substance Abuse Treatment Counselor		27.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.56
13012 - Exhibits Specialist II		34.14
13013 - Exhibits Specialist III		41.76
13041 - Illustrator I		27.56
13042 - Illustrator II		34.14
13043 - Illustrator III		41.76
13047 - Librarian		37.81
13050 - Library Aide/Clerk		15.08
13054 - Library Information Technology Systems Administrator		34.14
13058 - Library Technician		22.01
13061 - Media Specialist I		24.65
13062 - Media Specialist II		27.56
13063 - Media Specialist III		30.72
13071 - Photographer I		24.65
13072 - Photographer II		27.56
13073 - Photographer III		34.14
13074 - Photographer IV		41.76
13075 - Photographer V		50.54
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		24.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.38
14042 - Computer Operator II		20.56
14043 - Computer Operator III		22.94
14044 - Computer Operator IV		26.63
14045 - Computer Operator V		29.50
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.38
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		39.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.66
15020 - Aircrew Training Devices Instructor (Rated)		43.15
15030 - Air Crew Training Devices Instructor (Pilot)		51.73
15050 - Computer Based Training Specialist / Instructor		35.66
15060 - Educational Technologist		44.26
15070 - Flight Instructor (Pilot)		51.73
15080 - Graphic Artist		27.89

15085 - Maintenance Test Pilot Fixed Jet/Prop 51.73
15086 - Maintenance Test Pilot Rotary Wing 51.73
15088 - Non-Maintenance Test/Co-Pilot 51.73
15090 - Technical Instructor 26.82
15095 - Technical Instructor/Course Developer 32.81
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.49
19040 - Tool And Die Maker 30.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.04
21030 - Material Coordinator 26.82
21040 - Material Expediter 26.82
21050 - Material Handling Laborer 16.78
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 24.04
21110 - Shipping Packer 17.91
21130 - Shipping/Receiving Clerk 17.91
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 24.04
21410 - Warehouse Specialist 24.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.30
23019 - Aircraft Logs and Records Technician 28.48
23021 - Aircraft Mechanic I 32.18
23022 - Aircraft Mechanic II 33.30
23023 - Aircraft Mechanic III 34.64
23040 - Aircraft Mechanic Helper 25.94
23050 - Aircraft Painter 30.93
23060 - Aircraft Servicer 28.48
23070 - Aircraft Survival Flight Equipment Technician 30.93
23080 - Aircraft Worker 29.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.18

23110 - Appliance Mechanic 27.33
23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 27.66
23140 - Carpet Layer 26.18
23160 - Electrician Maintenance 29.14
23181 - Electronics Technician Maintenance I 27.24
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.57
23260 - Fabric Worker 25.16
23290 - Fire Alarm System Mechanic 27.28
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 31.39
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 23.70
23380 - Ground Support Equipment Mechanic 32.18
23381 - Ground Support Equipment Servicer 28.48
23382 - Ground Support Equipment Worker 29.64
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.18
23393 - Gunsmith III 28.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.13
23430 - Heavy Equipment Mechanic 27.56
23440 - Heavy Equipment Operator 35.01
23460 - Instrument Mechanic 28.43
23465 - Laboratory/Shelter Mechanic 27.33
23470 - Laborer 16.78
23510 - Locksmith 27.33
23530 - Machinery Maintenance Mechanic 28.50
23550 - Machinist Maintenance 22.84
23580 - Maintenance Trades Helper 21.32
23591 - Metrology Technician I 28.43
23592 - Metrology Technician II 29.42
23593 - Metrology Technician III 30.61
23640 - Millwright 28.43
23710 - Office Appliance Repairer 26.71
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 32.52
23810 - Plumber Maintenance 31.26
23820 - Pneudraulic Systems Mechanic 28.43
23850 - Rigger 28.43
23870 - Scale Mechanic 26.18
23890 - Sheet-Metal Worker Maintenance 26.86
23910 - Small Engine Mechanic 25.39
23931 - Telecommunications Mechanic I 27.86
23932 - Telecommunications Mechanic II 28.84
23950 - Telephone Lineman 30.66

23960 - Welder Combination Maintenance		23.29
23965 - Well Driller		28.43
23970 - Woodcraft Worker		28.43
23980 - Woodworker		24.05
24000 - Personal Needs Occupations		
24550 - Case Manager		19.38
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.44
24610 - Chore Aide		14.09
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.43
25040 - Sewage Plant Operator		30.06
25070 - Stationary Engineer		28.43
25190 - Ventilation Equipment Tender		25.22
25210 - Water Treatment Plant Operator		30.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.17
27007 - Baggage Inspector		15.17
27008 - Corrections Officer		33.32
27010 - Court Security Officer		33.32
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		33.32
27070 - Firefighter		33.32
27101 - Guard I		15.17
27102 - Guard II		19.88
27131 - Police Officer I		31.74
27132 - Police Officer II		35.28
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.82
28042 - Carnival Equipment Repairer		17.66
28043 - Carnival Worker		13.71
28210 - Gate Attendant/Gate Tender		21.97
28310 - Lifeguard		15.51
28350 - Park Attendant (Aide)		24.57
28510 - Recreation Aide/Health Facility Attendant		17.94
28515 - Recreation Specialist		30.46
28630 - Sports Official		19.58
28690 - Swimming Pool Operator		21.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.35
30021 - Archeological Technician I 21.61
30022 - Archeological Technician II 24.18
30023 - Archeological Technician III 29.96
30030 - Cartographic Technician 29.96
30040 - Civil Engineering Technician 30.09
30051 - Cryogenic Technician I 33.18
30052 - Cryogenic Technician II 36.64
30061 - Drafter/CAD Operator I 21.61
30062 - Drafter/CAD Operator II 24.18
30063 - Drafter/CAD Operator III 26.96
30064 - Drafter/CAD Operator IV 33.18
30081 - Engineering Technician I 17.25
30082 - Engineering Technician II 19.37
30083 - Engineering Technician III 21.96
30084 - Engineering Technician IV 26.83
30085 - Engineering Technician V 32.82
30086 - Engineering Technician VI 39.71
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 29.96
30210 - Laboratory Technician 28.19
30221 - Latent Fingerprint Technician I 33.18
30222 - Latent Fingerprint Technician II 36.64
30240 - Mathematical Technician 29.96
30361 - Paralegal/Legal Assistant I 22.63
30362 - Paralegal/Legal Assistant II 28.04
30363 - Paralegal/Legal Assistant III 34.30
30364 - Paralegal/Legal Assistant IV 41.51
30375 - Petroleum Supply Specialist 36.64
30390 - Photo-Optics Technician 29.96
30395 - Radiation Control Technician 36.64
30461 - Technical Writer I 29.96
30462 - Technical Writer II 36.64
30463 - Technical Writer III 44.33
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 33.18
30502 - Weather Forecaster II 40.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.96
30621 - Weather Observer Senior (see 2) 29.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.79
31020 - Bus Aide 17.90
31030 - Bus Driver 23.64
31043 - Driver Courier 17.40
31260 - Parking and Lot Attendant 15.17

31290 - Shuttle Bus Driver	18.99
31310 - Taxi Driver	18.95
31361 - Truckdriver Light	18.26
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.22
99050 - Desk Clerk	13.73
99095 - Embalmer	32.85
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	15.19
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	32.40
99310 - Mortician	32.85
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.43
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	21.85
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.49
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	21.97

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4116
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bridgewater New Milford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.21
01012 - Accounting Clerk II		20.44
01013 - Accounting Clerk III		22.87
01020 - Administrative Assistant		33.88
01035 - Court Reporter		19.99
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.51
01043 - Customer Service Representative III		20.20
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		21.52

01070 - Document Preparation Clerk 18.73
01090 - Duplicating Machine Operator 18.73
01111 - General Clerk I 14.54
01112 - General Clerk II 15.87
01113 - General Clerk III 17.82
01120 - Housing Referral Assistant 22.34
01141 - Messenger Courier 14.44
01191 - Order Clerk I 20.31
01192 - Order Clerk II 22.26
01261 - Personnel Assistant (Employment) I 21.05
01262 - Personnel Assistant (Employment) II 23.56
01263 - Personnel Assistant (Employment) III 26.26
01270 - Production Control Clerk 24.53
01290 - Rental Clerk 15.52
01300 - Scheduler Maintenance 17.87
01311 - Secretary I 17.87
01312 - Secretary II 19.99
01313 - Secretary III 22.29
01320 - Service Order Dispatcher 19.27
01410 - Supply Technician 33.88
01420 - Survey Worker 19.99
01460 - Switchboard Operator/Receptionist 17.57
01531 - Travel Clerk I 13.24
01532 - Travel Clerk II 14.43
01533 - Travel Clerk III 15.70
01611 - Word Processor I 16.16
01612 - Word Processor II 18.14
01613 - Word Processor III 20.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.89
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.31
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 23.31
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 22.41
05340 - Radiator Repair Specialist 21.48
05370 - Tire Repairer 16.42
05400 - Transmission Repair Specialist 23.31
07000 - Food Preparation And Service Occupations
07010 - Baker 13.68
07041 - Cook I 17.41
07042 - Cook II 18.96
07070 - Dishwasher 11.58
07130 - Food Service Worker 13.44

07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	11.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.33
09040 - Furniture Handler	20.23
09080 - Furniture Refinisher	27.33
09090 - Furniture Refinisher Helper	22.93
09110 - Furniture Repairer Minor	25.16
09130 - Upholsterer	27.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.66
11060 - Elevator Operator	15.82
11090 - Gardener	21.58
11122 - Housekeeping Aide	15.82
11150 - Janitor	15.82
11210 - Laborer Grounds Maintenance	18.15
11240 - Maid or Houseman	11.73
11260 - Pruner	16.36
11270 - Tractor Operator	20.57
11330 - Trail Maintenance Worker	18.15
11360 - Window Cleaner	17.54
12000 - Health Occupations	
12010 - Ambulance Driver	24.75
12011 - Breath Alcohol Technician	24.75
12012 - Certified Occupational Therapist Assistant	33.95
12015 - Certified Physical Therapist Assistant	33.95
12020 - Dental Assistant	21.77
12025 - Dental Hygienist	48.18
12030 - EKG Technician	37.50
12035 - Electroneurodiagnostic Technologist	37.50
12040 - Emergency Medical Technician	24.75
12071 - Licensed Practical Nurse I	22.12
12072 - Licensed Practical Nurse II	24.75
12073 - Licensed Practical Nurse III	27.59
12100 - Medical Assistant	17.62
12130 - Medical Laboratory Technician	22.12
12160 - Medical Record Clerk	22.81
12190 - Medical Record Technician	28.07
12195 - Medical Transcriptionist	22.12
12210 - Nuclear Medicine Technologist	54.39
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.28
12235 - Optical Dispenser	30.70
12236 - Optical Technician	22.12
12250 - Pharmacy Technician	15.61
12280 - Phlebotomist	20.04
12305 - Radiologic Technologist	33.48
12311 - Registered Nurse I	27.91

12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.66
12320 - Substance Abuse Treatment Counselor		25.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.79
13012 - Exhibits Specialist II		31.95
13013 - Exhibits Specialist III		39.07
13041 - Illustrator I		25.79
13042 - Illustrator II		31.95
13043 - Illustrator III		39.07
13047 - Librarian		35.38
13050 - Library Aide/Clerk		13.71
13054 - Library Information Technology Systems Administrator		31.95
13058 - Library Technician		20.01
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.79
13063 - Media Specialist III		28.75
13071 - Photographer I		23.06
13072 - Photographer II		25.79
13073 - Photographer III		31.95
13074 - Photographer IV		39.07
13075 - Photographer V		47.27
13090 - Technical Order Library Clerk		18.75
13110 - Video Teleconference Technician		23.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		39.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.66
15020 - Aircrew Training Devices Instructor (Rated)		43.15
15030 - Air Crew Training Devices Instructor (Pilot)		51.73
15050 - Computer Based Training Specialist / Instructor		35.66

15060 - Educational Technologist 40.35
15070 - Flight Instructor (Pilot) 51.73
15080 - Graphic Artist 27.89
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.73
15086 - Maintenance Test Pilot Rotary Wing 51.73
15088 - Non-Maintenance Test/Co-Pilot 51.73
15090 - Technical Instructor 26.82
15095 - Technical Instructor/Course Developer 32.81
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.49
19040 - Tool And Die Maker 30.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.04
21030 - Material Coordinator 24.53
21040 - Material Expediter 24.53
21050 - Material Handling Laborer 15.87
21071 - Order Filler 15.76
21080 - Production Line Worker (Food Processing) 24.04
21110 - Shipping Packer 17.81
21130 - Shipping/Receiving Clerk 17.81
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.12
21210 - Tools And Parts Attendant 24.04
21410 - Warehouse Specialist 24.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.30
23019 - Aircraft Logs and Records Technician 28.48
23021 - Aircraft Mechanic I 32.16
23022 - Aircraft Mechanic II 33.30
23023 - Aircraft Mechanic III 34.63
23040 - Aircraft Mechanic Helper 25.94
23050 - Aircraft Painter 30.92
23060 - Aircraft Servicer 28.48
23070 - Aircraft Survival Flight Equipment Technician 30.92
23080 - Aircraft Worker 29.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.63

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.16
II
23110 - Appliance Mechanic 27.33
23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 27.66
23140 - Carpet Layer 26.18
23160 - Electrician Maintenance 29.14
23181 - Electronics Technician Maintenance I 27.24
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.57
23260 - Fabric Worker 25.16
23290 - Fire Alarm System Mechanic 27.28
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 31.39
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 23.70
23380 - Ground Support Equipment Mechanic 32.16
23381 - Ground Support Equipment Servicer 28.48
23382 - Ground Support Equipment Worker 29.63
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.18
23393 - Gunsmith III 28.43
23410 - Heating Ventilation And Air-Conditioning 28.15
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.13
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 27.56
23440 - Heavy Equipment Operator 35.01
23460 - Instrument Mechanic 28.43
23465 - Laboratory/Shelter Mechanic 27.33
23470 - Laborer 15.87
23510 - Locksmith 27.33
23530 - Machinery Maintenance Mechanic 28.17
23550 - Machinist Maintenance 22.84
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 28.43
23592 - Metrology Technician II 29.42
23593 - Metrology Technician III 30.61
23640 - Millwright 28.43
23710 - Office Appliance Repairer 26.71
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 32.52
23810 - Plumber Maintenance 31.26
23820 - Pneudraulic Systems Mechanic 28.43
23850 - Rigger 28.43
23870 - Scale Mechanic 26.18
23890 - Sheet-Metal Worker Maintenance 24.99
23910 - Small Engine Mechanic 25.39

23931 - Telecommunications Mechanic I	27.86
23932 - Telecommunications Mechanic II	28.84
23950 - Telephone Lineman	30.66
23960 - Welder Combination Maintenance	23.29
23965 - Well Driller	28.43
23970 - Woodcraft Worker	28.43
23980 - Woodworker	24.05
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.41
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.43
25040 - Sewage Plant Operator	27.33
25070 - Stationary Engineer	28.43
25190 - Ventilation Equipment Tender	22.93
25210 - Water Treatment Plant Operator	27.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.61
27007 - Baggage Inspector	14.87
27008 - Corrections Officer	33.32
27010 - Court Security Officer	33.32
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	33.32
27070 - Firefighter	33.32
27101 - Guard I	14.87
27102 - Guard II	19.88
27131 - Police Officer I	31.28
27132 - Police Officer II	34.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.29
28042 - Carnival Equipment Repairer	16.05
28043 - Carnival Worker	13.27
28210 - Gate Attendant/Gate Tender	19.97
28310 - Lifeguard	14.10
28350 - Park Attendant (Aide)	22.34
28510 - Recreation Aide/Health Facility Attendant	16.31
28515 - Recreation Specialist	27.69
28630 - Sports Official	17.80
28690 - Swimming Pool Operator	21.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.00
30021 - Archeological Technician I		19.65
30022 - Archeological Technician II		21.98
30023 - Archeological Technician III		27.24
30030 - Cartographic Technician		27.24
30040 - Civil Engineering Technician		27.35
30051 - Cryogenic Technician I		30.16
30052 - Cryogenic Technician II		33.31
30061 - Drafter/CAD Operator I		19.65
30062 - Drafter/CAD Operator II		21.98
30063 - Drafter/CAD Operator III		24.51
30064 - Drafter/CAD Operator IV		30.16
30081 - Engineering Technician I		17.25
30082 - Engineering Technician II		19.37
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		26.83
30085 - Engineering Technician V		32.82
30086 - Engineering Technician VI		39.71
30090 - Environmental Technician		27.24
30095 - Evidence Control Specialist		27.24
30210 - Laboratory Technician		28.19
30221 - Latent Fingerprint Technician I		30.16
30222 - Latent Fingerprint Technician II		33.31
30240 - Mathematical Technician		27.24
30361 - Paralegal/Legal Assistant I		21.93
30362 - Paralegal/Legal Assistant II		27.17
30363 - Paralegal/Legal Assistant III		33.23
30364 - Paralegal/Legal Assistant IV		40.20
30375 - Petroleum Supply Specialist		33.31
30390 - Photo-Optics Technician		27.24
30395 - Radiation Control Technician		33.31
30461 - Technical Writer I		27.24
30462 - Technical Writer II		33.31
30463 - Technical Writer III		40.30
30491 - Unexploded Ordnance (UXO) Technician I		29.29
30492 - Unexploded Ordnance (UXO) Technician II		35.44
30493 - Unexploded Ordnance (UXO) Technician III		42.48
30494 - Unexploded (UXO) Safety Escort		29.29
30495 - Unexploded (UXO) Sweep Personnel		29.29
30501 - Weather Forecaster I		30.16
30502 - Weather Forecaster II		36.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.51
30621 - Weather Observer Senior	(see 2)	27.24

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		35.44
31020 - Bus Aide		17.90

31030 - Bus Driver	22.74
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	15.17
31290 - Shuttle Bus Driver	17.26
31310 - Taxi Driver	17.23
31361 - Truckdriver Light	17.26
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.18
31364 - Truckdriver Tractor-Trailer	23.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.64
99050 - Desk Clerk	13.73
99095 - Embalmer	32.85
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.19
99252 - Laboratory Animal Caretaker II	15.93
99260 - Marketing Analyst	32.40
99310 - Mortician	32.85
99410 - Pest Controller	23.34
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	23.43
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	21.85
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	16.92
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	21.26
99841 - Vending Machine Repairer	24.29
99842 - Vending Machine Repairer Helper	21.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4117
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel Brookfield Danbury New Fairfield Newtown Sherman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.42
01012 - Accounting Clerk II		21.81
01013 - Accounting Clerk III		24.39
01020 - Administrative Assistant		33.88
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.51
01043 - Customer Service Representative III		20.20
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		20.71
01090 - Duplicating Machine Operator		20.71
01111 - General Clerk I		15.55
01112 - General Clerk II		17.49
01113 - General Clerk III		19.06
01120 - Housing Referral Assistant		26.92

01141 - Messenger Courier 12.97
01191 - Order Clerk I 21.20
01192 - Order Clerk II 23.38
01261 - Personnel Assistant (Employment) I 21.05
01262 - Personnel Assistant (Employment) II 23.56
01263 - Personnel Assistant (Employment) III 26.26
01270 - Production Control Clerk 26.82
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.16
01410 - Supply Technician 33.88
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 17.68
01531 - Travel Clerk I 12.82
01532 - Travel Clerk II 13.94
01533 - Travel Clerk III 14.66
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.38
05010 - Automotive Electrician 29.52
05040 - Automotive Glass Installer 28.55
05070 - Automotive Worker 28.55
05110 - Mobile Equipment Servicer 26.80
05130 - Motor Equipment Metal Mechanic 30.34
05160 - Motor Equipment Metal Worker 28.55
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 25.82
05250 - Motor Vehicle Upholstery Worker 27.72
05280 - Motor Vehicle Wrecker 28.55
05310 - Painter Automotive 28.79
05340 - Radiator Repair Specialist 26.95
05370 - Tire Repairer 16.42
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 16.75
07041 - Cook I 17.41
07042 - Cook II 18.96
07070 - Dishwasher 11.97
07130 - Food Service Worker 14.07
07210 - Meat Cutter 22.13
07260 - Waiter/Waitress 11.64
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.88
09040 - Furniture Handler 20.23
09080 - Furniture Refinisher 26.88

09090 - Furniture Refinisher Helper 22.93
09110 - Furniture Repairer Minor 25.16
09130 - Upholsterer 27.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.55
11060 - Elevator Operator 16.84
11090 - Gardener 21.58
11122 - Housekeeping Aide 16.84
11150 - Janitor 16.84
11210 - Laborer Grounds Maintenance 18.15
11240 - Maid or Houseman 13.68
11260 - Pruner 16.36
11270 - Tractor Operator 20.57
11330 - Trail Maintenance Worker 18.15
11360 - Window Cleaner 18.67
12000 - Health Occupations
12010 - Ambulance Driver 25.45
12011 - Breath Alcohol Technician 25.45
12012 - Certified Occupational Therapist Assistant 34.92
12015 - Certified Physical Therapist Assistant 34.92
12020 - Dental Assistant 23.29
12025 - Dental Hygienist 48.18
12030 - EKG Technician 38.57
12035 - Electroneurodiagnostic Technologist 38.57
12040 - Emergency Medical Technician 25.45
12071 - Licensed Practical Nurse I 22.76
12072 - Licensed Practical Nurse II 25.45
12073 - Licensed Practical Nurse III 28.37
12100 - Medical Assistant 18.33
12130 - Medical Laboratory Technician 22.76
12160 - Medical Record Clerk 24.61
12190 - Medical Record Technician 30.76
12195 - Medical Transcriptionist 22.76
12210 - Nuclear Medicine Technologist 55.94
12221 - Nursing Assistant I 13.81
12222 - Nursing Assistant II 15.52
12223 - Nursing Assistant III 17.16
12224 - Nursing Assistant IV 19.01
12235 - Optical Dispenser 32.16
12236 - Optical Technician 22.76
12250 - Pharmacy Technician 16.11
12280 - Phlebotomist 20.14
12305 - Radiologic Technologist 36.32
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39
12316 - Registered Nurse IV 59.20
12317 - Scheduler (Drug and Alcohol Testing) 31.52

12320 - Substance Abuse Treatment Counselor		27.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.56
13012 - Exhibits Specialist II		34.14
13013 - Exhibits Specialist III		41.76
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.81
13050 - Library Aide/Clerk		16.32
13054 - Library Information Technology Systems Administrator		34.14
13058 - Library Technician		27.56
13061 - Media Specialist I		24.65
13062 - Media Specialist II		27.56
13063 - Media Specialist III		30.72
13071 - Photographer I		24.65
13072 - Photographer II		27.56
13073 - Photographer III		34.14
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		20.50
13110 - Video Teleconference Technician		24.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.89
14042 - Computer Operator II		25.62
14043 - Computer Operator III		28.57
14044 - Computer Operator IV		31.75
14045 - Computer Operator V		35.13
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.89
14160 - Personal Computer Support Technician		31.75
14170 - System Support Specialist		39.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		44.26
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.73
15086 - Maintenance Test Pilot Rotary Wing		51.73
15088 - Non-Maintenance Test/Co-Pilot		51.73

15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 32.81
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.49
19040 - Tool And Die Maker 30.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.04
21030 - Material Coordinator 26.82
21040 - Material Expediter 26.82
21050 - Material Handling Laborer 16.78
21071 - Order Filler 15.98
21080 - Production Line Worker (Food Processing) 24.04
21110 - Shipping Packer 17.91
21130 - Shipping/Receiving Clerk 17.91
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 24.04
21410 - Warehouse Specialist 24.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.30
23019 - Aircraft Logs and Records Technician 28.48
23021 - Aircraft Mechanic I 32.18
23022 - Aircraft Mechanic II 33.30
23023 - Aircraft Mechanic III 34.64
23040 - Aircraft Mechanic Helper 26.40
23050 - Aircraft Painter 30.93
23060 - Aircraft Servicer 28.48
23070 - Aircraft Survival Flight Equipment Technician 30.93
23080 - Aircraft Worker 29.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.18
23110 - Appliance Mechanic 27.33
23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 35.32

23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 26.18
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 27.24
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.57
23260 - Fabric Worker 25.16
23290 - Fire Alarm System Mechanic 27.28
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 28.80
23312 - Fuel Distribution System Operator 27.08
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 32.18
23381 - Ground Support Equipment Servicer 28.48
23382 - Ground Support Equipment Worker 29.64
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.18
23393 - Gunsmith III 28.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.13
23430 - Heavy Equipment Mechanic 27.56
23440 - Heavy Equipment Operator 35.01
23460 - Instrument Mechanic 28.43
23465 - Laboratory/Shelter Mechanic 27.33
23470 - Laborer 16.78
23510 - Locksmith 27.33
23530 - Machinery Maintenance Mechanic 28.50
23550 - Machinist Maintenance 22.54
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 28.43
23592 - Metrology Technician II 29.42
23593 - Metrology Technician III 30.61
23640 - Millwright 28.43
23710 - Office Appliance Repairer 26.71
23760 - Painter Maintenance 25.03
23790 - Pipefitter Maintenance 32.52
23810 - Plumber Maintenance 31.26
23820 - Pneudraulic Systems Mechanic 28.43
23850 - Rigger 28.43
23870 - Scale Mechanic 26.18
23890 - Sheet-Metal Worker Maintenance 26.86
23910 - Small Engine Mechanic 25.39
23931 - Telecommunications Mechanic I 28.43
23932 - Telecommunications Mechanic II 29.42
23950 - Telephone Lineman 34.49
23960 - Welder Combination Maintenance 23.29
23965 - Well Driller 28.43
23970 - Woodcraft Worker 28.43

23980 - Woodworker	24.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	14.09
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	30.06
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	26.02
25210 - Water Treatment Plant Operator	30.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.17
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.31
27010 - Court Security Officer	35.31
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.31
27070 - Firefighter	35.31
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.82
28042 - Carnival Equipment Repairer	17.66
28043 - Carnival Worker	13.71
28210 - Gate Attendant/Gate Tender	24.07
28310 - Lifeguard	16.85
28350 - Park Attendant (Aide)	26.94
28510 - Recreation Aide/Health Facility Attendant	20.02
28515 - Recreation Specialist	33.36
28630 - Sports Official	21.44
28690 - Swimming Pool Operator	19.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.18
29020 - Hatch Tender	26.18
29030 - Line Handler	26.18
29041 - Stevedore I	25.16
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	22.32
30022 - Archeological Technician II	24.66

30023 - Archeological Technician III 30.00
30030 - Cartographic Technician 30.53
30040 - Civil Engineering Technician 29.96
30051 - Cryogenic Technician I 33.18
30052 - Cryogenic Technician II 36.64
30061 - Drafter/CAD Operator I 21.66
30062 - Drafter/CAD Operator II 24.66
30063 - Drafter/CAD Operator III 27.38
30064 - Drafter/CAD Operator IV 33.58
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 29.96
30210 - Laboratory Technician 28.19
30221 - Latent Fingerprint Technician I 33.18
30222 - Latent Fingerprint Technician II 36.64
30240 - Mathematical Technician 30.00
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 36.64
30390 - Photo-Optics Technician 30.00
30395 - Radiation Control Technician 36.64
30461 - Technical Writer I 29.96
30462 - Technical Writer II 36.64
30463 - Technical Writer III 44.33
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 33.18
30502 - Weather Forecaster II 40.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.38
30621 - Weather Observer Senior (see 2) 30.00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 35.79
31020 - Bus Aide 18.28
31030 - Bus Driver 23.64
31043 - Driver Courier 17.40
31260 - Parking and Lot Attendant 15.47
31290 - Shuttle Bus Driver 19.58
31310 - Taxi Driver 18.95
31361 - Truckdriver Light 18.26

31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.60
31364 - Truckdriver Tractor-Trailer	24.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.22
99050 - Desk Clerk	13.73
99095 - Embalmer	37.16
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.25
99252 - Laboratory Animal Caretaker II	16.85
99260 - Marketing Analyst	32.40
99310 - Mortician	37.16
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	24.52
99711 - Recycling Specialist	27.79
99730 - Refuse Collector	22.12
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.49
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	21.97

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4118
Revision No.: 15
Date Of Last Revision: 04/14/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel Brookfield Danbury New Fairfield Newtown Sherman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.21
01012 - Accounting Clerk II		20.44
01013 - Accounting Clerk III		22.87
01020 - Administrative Assistant		33.88
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		16.46
01042 - Customer Service Representative II		18.51
01043 - Customer Service Representative III		20.20
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		14.82

01112 - General Clerk II	17.49
01113 - General Clerk III	19.01
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	12.97
01191 - Order Clerk I	21.20
01192 - Order Clerk II	23.38
01261 - Personnel Assistant (Employment) I	21.05
01262 - Personnel Assistant (Employment) II	23.56
01263 - Personnel Assistant (Employment) III	26.26
01270 - Production Control Clerk	24.53
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	33.88
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	17.57
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.24
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.38
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	16.42
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	17.41
07042 - Cook II	18.96
07070 - Dishwasher	11.58
07130 - Food Service Worker	13.44
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	11.29
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 26.88
09040 - Furniture Handler 20.23
09080 - Furniture Refinisher 26.88
09090 - Furniture Refinisher Helper 22.93
09110 - Furniture Repairer Minor 25.16
09130 - Upholsterer 27.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.66
11060 - Elevator Operator 15.82
11090 - Gardener 21.58
11122 - Housekeeping Aide 15.82
11150 - Janitor 15.82
11210 - Laborer Grounds Maintenance 18.15
11240 - Maid or Houseman 13.68
11260 - Pruner 16.36
11270 - Tractor Operator 20.57
11330 - Trail Maintenance Worker 18.15
11360 - Window Cleaner 17.54
12000 - Health Occupations
12010 - Ambulance Driver 24.75
12011 - Breath Alcohol Technician 24.75
12012 - Certified Occupational Therapist Assistant 33.95
12015 - Certified Physical Therapist Assistant 32.76
12020 - Dental Assistant 21.77
12025 - Dental Hygienist 48.18
12030 - EKG Technician 37.50
12035 - Electroneurodiagnostic Technologist 37.50
12040 - Emergency Medical Technician 24.75
12071 - Licensed Practical Nurse I 22.12
12072 - Licensed Practical Nurse II 24.75
12073 - Licensed Practical Nurse III 27.59
12100 - Medical Assistant 17.62
12130 - Medical Laboratory Technician 22.12
12160 - Medical Record Clerk 24.61
12190 - Medical Record Technician 30.76
12195 - Medical Transcriptionist 22.37
12210 - Nuclear Medicine Technologist 54.39
12221 - Nursing Assistant I 12.55
12222 - Nursing Assistant II 14.11
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 17.28
12235 - Optical Dispenser 30.70
12236 - Optical Technician 22.12
12250 - Pharmacy Technician 15.61
12280 - Phlebotomist 20.04
12305 - Radiologic Technologist 33.48
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39

12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		30.66
12320 - Substance Abuse Treatment Counselor		25.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.79
13063 - Media Specialist III		28.75
13071 - Photographer I		23.06
13072 - Photographer II		25.79
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		18.75
13110 - Video Teleconference Technician		23.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
14170 - System Support Specialist		39.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		40.35
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92

15085 - Maintenance Test Pilot Fixed Jet/Prop 51.73
15086 - Maintenance Test Pilot Rotary Wing 51.73
15088 - Non-Maintenance Test/Co-Pilot 51.73
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 32.81
15110 - Test Proctor 21.66
15120 - Tutor 21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.49
19040 - Tool And Die Maker 30.79
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.04
21030 - Material Coordinator 24.53
21040 - Material Expediter 24.53
21050 - Material Handling Laborer 16.25
21071 - Order Filler 15.98
21080 - Production Line Worker (Food Processing) 24.04
21110 - Shipping Packer 17.81
21130 - Shipping/Receiving Clerk 17.81
21140 - Store Worker I 15.03
21150 - Stock Clerk 20.12
21210 - Tools And Parts Attendant 24.04
21410 - Warehouse Specialist 24.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.30
23019 - Aircraft Logs and Records Technician 28.48
23021 - Aircraft Mechanic I 32.16
23022 - Aircraft Mechanic II 33.30
23023 - Aircraft Mechanic III 34.63
23040 - Aircraft Mechanic Helper 26.40
23050 - Aircraft Painter 30.88
23060 - Aircraft Servicer 28.48
23070 - Aircraft Survival Flight Equipment Technician 30.88
23080 - Aircraft Worker 29.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.16

23110 - Appliance Mechanic 27.33
23120 - Bicycle Repairer 24.05
23125 - Cable Splicer 35.32
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 26.18
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 27.24
23182 - Electronics Technician Maintenance II 28.42
23183 - Electronics Technician Maintenance III 29.57
23260 - Fabric Worker 25.16
23290 - Fire Alarm System Mechanic 27.28
23310 - Fire Extinguisher Repairer 24.05
23311 - Fuel Distribution System Mechanic 28.80
23312 - Fuel Distribution System Operator 27.08
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 32.16
23381 - Ground Support Equipment Servicer 28.48
23382 - Ground Support Equipment Worker 29.63
23391 - Gunsmith I 24.05
23392 - Gunsmith II 26.18
23393 - Gunsmith III 28.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.13
23430 - Heavy Equipment Mechanic 27.56
23440 - Heavy Equipment Operator 35.01
23460 - Instrument Mechanic 28.43
23465 - Laboratory/Shelter Mechanic 27.33
23470 - Laborer 15.87
23510 - Locksmith 27.33
23530 - Machinery Maintenance Mechanic 28.17
23550 - Machinist Maintenance 22.54
23580 - Maintenance Trades Helper 17.62
23591 - Metrology Technician I 28.43
23592 - Metrology Technician II 29.42
23593 - Metrology Technician III 30.61
23640 - Millwright 28.43
23710 - Office Appliance Repairer 26.71
23760 - Painter Maintenance 25.03
23790 - Pipefitter Maintenance 32.52
23810 - Plumber Maintenance 31.26
23820 - Pneudraulic Systems Mechanic 28.43
23850 - Rigger 28.43
23870 - Scale Mechanic 26.18
23890 - Sheet-Metal Worker Maintenance 26.51
23910 - Small Engine Mechanic 25.39
23931 - Telecommunications Mechanic I 28.43
23932 - Telecommunications Mechanic II 29.42
23950 - Telephone Lineman 34.49

23960 - Welder Combination Maintenance		23.29
23965 - Well Driller		28.43
23970 - Woodcraft Worker		28.43
23980 - Woodworker		24.05
24000 - Personal Needs Occupations		
24550 - Case Manager		18.50
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		18.20
24610 - Chore Aide		13.41
24620 - Family Readiness And Support Services Coordinator		18.50
24630 - Homemaker		24.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.03
25040 - Sewage Plant Operator		27.33
25070 - Stationary Engineer		29.03
25190 - Ventilation Equipment Tender		25.92
25210 - Water Treatment Plant Operator		27.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.61
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.31
27010 - Court Security Officer		35.31
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.31
27070 - Firefighter		35.31
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		32.37
27132 - Police Officer II		35.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.29
28042 - Carnival Equipment Repairer		16.05
28043 - Carnival Worker		13.52
28210 - Gate Attendant/Gate Tender		21.88
28310 - Lifeguard		15.32
28350 - Park Attendant (Aide)		24.49
28510 - Recreation Aide/Health Facility Attendant		18.98
28515 - Recreation Specialist		30.33
28630 - Sports Official		19.49
28690 - Swimming Pool Operator		18.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.18
29020 - Hatch Tender		26.18
29030 - Line Handler		26.18
29041 - Stevedore I		25.16
29042 - Stevedore II		29.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 20.29
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 27.24
30051 - Cryogenic Technician I 30.16
30052 - Cryogenic Technician II 33.31
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 27.24
30095 - Evidence Control Specialist 27.24
30210 - Laboratory Technician 28.19
30221 - Latent Fingerprint Technician I 30.16
30222 - Latent Fingerprint Technician II 33.31
30240 - Mathematical Technician 27.27
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 33.31
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 33.31
30461 - Technical Writer I 27.24
30462 - Technical Writer II 33.31
30463 - Technical Writer III 40.30
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.16
30502 - Weather Forecaster II 36.69
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.89
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 18.28
31030 - Bus Driver 22.74
31043 - Driver Courier 17.18
31260 - Parking and Lot Attendant 15.47

31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	17.23
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.64
99050 - Desk Clerk	13.73
99095 - Embalmer	37.16
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	16.25
99252 - Laboratory Animal Caretaker II	16.85
99260 - Marketing Analyst	32.40
99310 - Mortician	37.16
99410 - Pest Controller	23.34
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	24.52
99711 - Recycling Specialist	27.79
99730 - Refuse Collector	22.12
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	16.92
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	21.26
99841 - Vending Machine Repairer	24.29
99842 - Vending Machine Repairer Helper	21.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4119
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Avon Bloomfield Canton East Granby East Hartford Farmington Glastonbury Granby Hartford Manchester Marlborough Newington Rocky Hill Simsbury South Windsor West Hartford Wethersfield Windsor

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell East Hampton Portland

NEW LONDON COUNTY: Colchester

TOLLAND COUNTY: Andover Bolton Columbia Coventry Ellington Hebron Stafford Tolland Vernon Willington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.52
01013 - Accounting Clerk III		22.94
01020 - Administrative Assistant		33.37
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.85
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		23.64
01090 - Duplicating Machine Operator		23.64
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		16.91
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.46
01261 - Personnel Assistant (Employment) I		19.68
01262 - Personnel Assistant (Employment) II		22.02
01263 - Personnel Assistant (Employment) III		24.55
01270 - Production Control Clerk		24.62
01290 - Rental Clerk		16.43
01300 - Scheduler Maintenance		19.42
01311 - Secretary I		19.42
01312 - Secretary II		21.73
01313 - Secretary III		24.22
01320 - Service Order Dispatcher		19.42
01410 - Supply Technician		33.37
01420 - Survey Worker		20.37
01460 - Switchboard Operator/Receptionist		17.28
01531 - Travel Clerk I		19.14
01532 - Travel Clerk II		20.85
01533 - Travel Clerk III		21.99
01611 - Word Processor I		15.88
01612 - Word Processor II		17.84
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		26.80
05010 - Automotive Electrician		22.82
05040 - Automotive Glass Installer		21.93
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		20.27

05130 - Motor Equipment Metal Mechanic	23.65
05160 - Motor Equipment Metal Worker	21.93
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic Helper	19.38
05250 - Motor Vehicle Upholstery Worker	21.15
05280 - Motor Vehicle Wrecker	21.93
05310 - Painter Automotive	22.82
05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	19.53
07042 - Cook II	21.13
07070 - Dishwasher	12.21
07130 - Food Service Worker	13.37
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	12.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	21.94
09090 - Furniture Refinisher Helper	18.50
09110 - Furniture Repairer Minor	20.20
09130 - Upholsterer	19.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	17.77
11090 - Gardener	19.56
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	13.33
11260 - Pruner	15.19
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	25.10
12012 - Certified Occupational Therapist Assistant	32.48
12015 - Certified Physical Therapist Assistant	35.77
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	45.08
12030 - EKG Technician	38.49
12035 - Electroneurodiagnostic Technologist	38.49
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.10
12073 - Licensed Practical Nurse III	27.98

12100 - Medical Assistant	19.16
12130 - Medical Laboratory Technician	33.16
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	13.15
12222 - Nursing Assistant II	14.78
12223 - Nursing Assistant III	16.13
12224 - Nursing Assistant IV	18.12
12235 - Optical Dispenser	27.50
12236 - Optical Technician	21.56
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.90
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	31.10
12320 - Substance Abuse Treatment Counselor	24.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.90
13012 - Exhibits Specialist II	30.83
13013 - Exhibits Specialist III	37.73
13041 - Illustrator I	25.79
13042 - Illustrator II	31.95
13043 - Illustrator III	39.08
13047 - Librarian	35.38
13050 - Library Aide/Clerk	17.32
13054 - Library Information Technology Systems Administrator	31.95
13058 - Library Technician	26.36
13061 - Media Specialist I	23.06
13062 - Media Specialist II	25.79
13063 - Media Specialist III	28.74
13071 - Photographer I	21.09
13072 - Photographer II	24.21
13073 - Photographer III	29.29
13074 - Photographer IV	35.73
13075 - Photographer V	43.35
13090 - Technical Order Library Clerk	21.75
13110 - Video Teleconference Technician	26.38
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.14
14042 - Computer Operator II	22.54
14043 - Computer Operator III	25.44
14044 - Computer Operator IV	27.92

14045 - Computer Operator V		30.92
14071 - Computer Programmer I	(see 1)	26.02
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.14
14160 - Personal Computer Support Technician		27.92
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		33.19
15060 - Educational Technologist		46.48
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.21
15086 - Maintenance Test Pilot Rotary Wing		45.21
15088 - Non-Maintenance Test/Co-Pilot		45.21
15090 - Technical Instructor		29.21
15095 - Technical Instructor/Course Developer		35.73
15110 - Test Proctor		23.58
15120 - Tutor		23.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
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		15.93
16220 - Tailor		16.79
16250 - Washer Machine		13.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.88
19040 - Tool And Die Maker		30.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.16
21030 - Material Coordinator		24.49
21040 - Material Expediter		24.49
21050 - Material Handling Laborer		14.57
21071 - Order Filler		15.64
21080 - Production Line Worker (Food Processing)		20.16
21110 - Shipping Packer		17.89
21130 - Shipping/Receiving Clerk		17.89

21140 - Store Worker I 15.77
21150 - Stock Clerk 20.46
21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.03
23019 - Aircraft Logs and Records Technician 29.41
23021 - Aircraft Mechanic I 32.90
23022 - Aircraft Mechanic II 34.03
23023 - Aircraft Mechanic III 35.26
23040 - Aircraft Mechanic Helper 26.95
23050 - Aircraft Painter 31.74
23060 - Aircraft Servicer 29.41
23070 - Aircraft Survival Flight Equipment Technician 31.74
23080 - Aircraft Worker 30.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.90
23110 - Appliance Mechanic 24.18
23120 - Bicycle Repairer 20.88
23125 - Cable Splicer 41.55
23130 - Carpenter Maintenance 26.96
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 29.37
23181 - Electronics Technician Maintenance I 28.90
23182 - Electronics Technician Maintenance II 30.15
23183 - Electronics Technician Maintenance III 31.41
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 41.67
23312 - Fuel Distribution System Operator 35.23
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 32.90
23381 - Ground Support Equipment Servicer 29.41
23382 - Ground Support Equipment Worker 30.50
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.03
23430 - Heavy Equipment Mechanic 31.11
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.34
23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.57
23510 - Locksmith 28.80

23530 - Machinery Maintenance Mechanic	32.01
23550 - Machinist Maintenance	26.78
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.51
23640 - Millwright	29.93
23710 - Office Appliance Repairer	24.11
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.34
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker Maintenance	31.87
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	30.26
23932 - Telecommunications Mechanic II	31.31
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	13.17
24620 - Family Readiness And Support Services Coordinator	21.22
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.52
25040 - Sewage Plant Operator	34.03
25070 - Stationary Engineer	30.52
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant Operator	34.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.70
27007 - Baggage Inspector	15.98
27008 - Corrections Officer	33.61
27010 - Court Security Officer	33.61
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	33.61
27070 - Firefighter	33.61
27101 - Guard I	15.98
27102 - Guard II	19.25
27131 - Police Officer I	33.79
27132 - Police Officer II	37.56
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator 14.90
28042 - Carnival Equipment Repairer 15.58
28043 - Carnival Worker 12.09
28210 - Gate Attendant/Gate Tender 16.95
28310 - Lifeguard 15.10
28350 - Park Attendant (Aide) 18.97
28510 - Recreation Aide/Health Facility Attendant 13.84
28515 - Recreation Specialist 22.48
28630 - Sports Official 15.10
28690 - Swimming Pool Operator 17.45

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 32.82
29020 - Hatch Tender 32.82
29030 - Line Handler 32.82
29041 - Stevedore I 31.64
29042 - Stevedore II 34.14

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.32
30021 - Archeological Technician I 22.10
30022 - Archeological Technician II 24.73
30023 - Archeological Technician III 30.63
30030 - Cartographic Technician 30.63
30040 - Civil Engineering Technician 33.15
30051 - Cryogenic Technician I 33.93
30052 - Cryogenic Technician II 37.47
30061 - Drafter/CAD Operator I 22.10
30062 - Drafter/CAD Operator II 24.73
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.93
30081 - Engineering Technician I 16.21
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.82
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 33.14
30086 - Engineering Technician VI 38.16
30090 - Environmental Technician 23.58
30095 - Evidence Control Specialist 30.63
30210 - Laboratory Technician 25.49
30221 - Latent Fingerprint Technician I 33.93
30222 - Latent Fingerprint Technician II 37.47
30240 - Mathematical Technician 33.69
30361 - Paralegal/Legal Assistant I 22.53
30362 - Paralegal/Legal Assistant II 27.91
30363 - Paralegal/Legal Assistant III 34.14
30364 - Paralegal/Legal Assistant IV 41.32
30375 - Petroleum Supply Specialist 37.47
30390 - Photo-Optics Technician 30.63
30395 - Radiation Control Technician 37.47

30461 - Technical Writer I		26.57
30462 - Technical Writer II		32.51
30463 - Technical Writer III		39.33
30491 - Unexploded Ordnance (UXO) Technician I		27.89
30492 - Unexploded Ordnance (UXO) Technician II		33.74
30493 - Unexploded Ordnance (UXO) Technician III		40.44
30494 - Unexploded (UXO) Safety Escort		27.89
30495 - Unexploded (UXO) Sweep Personnel		27.89
30501 - Weather Forecaster I		33.93
30502 - Weather Forecaster II		41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.74
31020 - Bus Aide		20.46
31030 - Bus Driver		25.10
31043 - Driver Courier		16.81
31260 - Parking and Lot Attendant		12.83
31290 - Shuttle Bus Driver		18.40
31310 - Taxi Driver		18.72
31361 - Truckdriver Light		17.58
31362 - Truckdriver Medium		20.26
31363 - Truckdriver Heavy		24.30
31364 - Truckdriver Tractor-Trailer		24.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.45
99030 - Cashier		12.17
99050 - Desk Clerk		13.96
99095 - Embalmer		37.63
99130 - Flight Follower		27.89
99251 - Laboratory Animal Caretaker I		14.72
99252 - Laboratory Animal Caretaker II		15.40
99260 - Marketing Analyst		33.74
99310 - Mortician		37.63
99410 - Pest Controller		20.57
99510 - Photofinishing Worker		19.57
99710 - Recycling Laborer		28.31
99711 - Recycling Specialist		31.80
99730 - Refuse Collector		25.84
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		18.74
99830 - Survey Party Chief		36.93
99831 - Surveying Aide		20.39
99832 - Surveying Technician		33.57
99840 - Vending Machine Attendant		20.98
99841 - Vending Machine Repairer		23.74
99842 - Vending Machine Repairer Helper		20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the

employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4120
Revision No.: 14
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Avon Bloomfield Canton East Granby East Hartford Farmington Glastonbury Granby Hartford Manchester Marlborough Newington Rocky Hill Simsbury South Windsor West Hartford Wethersfield Windsor

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell East Hampton Portland

NEW LONDON COUNTY: Colchester

TOLLAND COUNTY: Andover Bolton Columbia Coventry Ellington Hebron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.27
01020 - Administrative Assistant		33.37
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		21.89
01090 - Duplicating Machine Operator		21.89
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		15.37
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.46
01261 - Personnel Assistant (Employment) I		19.68
01262 - Personnel Assistant (Employment) II		22.02
01263 - Personnel Assistant (Employment) III		24.55
01270 - Production Control Clerk		24.62
01290 - Rental Clerk		16.43
01300 - Scheduler Maintenance		19.42
01311 - Secretary I		19.42
01312 - Secretary II		21.73
01313 - Secretary III		24.22
01320 - Service Order Dispatcher		19.42
01410 - Supply Technician		33.37
01420 - Survey Worker		20.30
01460 - Switchboard Operator/Receptionist		17.28
01531 - Travel Clerk I		18.00
01532 - Travel Clerk II		19.61
01533 - Travel Clerk III		20.83
01611 - Word Processor I		15.62
01612 - Word Processor II		17.53
01613 - Word Processor III		19.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		24.36
05010 - Automotive Electrician		22.82

05040 - Automotive Glass Installer 21.93
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 20.27
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.93
05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 19.38
05250 - Motor Vehicle Upholstery Worker 21.15
05280 - Motor Vehicle Wrecker 21.93
05310 - Painter Automotive 22.82
05340 - Radiator Repair Specialist 21.93
05370 - Tire Repairer 15.68
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.94
07041 - Cook I 19.51
07042 - Cook II 21.11
07070 - Dishwasher 11.72
07130 - Food Service Worker 13.37
07210 - Meat Cutter 20.95
07260 - Waiter/Waitress 11.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.43
09040 - Furniture Handler 16.51
09080 - Furniture Refinisher 21.94
09090 - Furniture Refinisher Helper 18.50
09110 - Furniture Repairer Minor 20.20
09130 - Upholsterer 19.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.18
11060 - Elevator Operator 16.39
11090 - Gardener 19.56
11122 - Housekeeping Aide 16.39
11150 - Janitor 16.39
11210 - Laborer Grounds Maintenance 16.63
11240 - Maid or Houseman 12.68
11260 - Pruner 15.19
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 16.63
11360 - Window Cleaner 17.95
12000 - Health Occupations
12010 - Ambulance Driver 24.58
12011 - Breath Alcohol Technician 24.58
12012 - Certified Occupational Therapist Assistant 32.26
12015 - Certified Physical Therapist Assistant 34.19
12020 - Dental Assistant 21.27
12025 - Dental Hygienist 45.08
12030 - EKG Technician 36.96
12035 - Electroneurodiagnostic Technologist 36.96
12040 - Emergency Medical Technician 24.58

12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66
12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 19.03
12130 - Medical Laboratory Technician 30.15
12160 - Medical Record Clerk 22.80
12190 - Medical Record Technician 28.06
12195 - Medical Transcriptionist 20.42
12210 - Nuclear Medicine Technologist 43.15
12221 - Nursing Assistant I 12.00
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.53
12235 - Optical Dispenser 25.00
12236 - Optical Technician 21.56
12250 - Pharmacy Technician 16.57
12280 - Phlebotomist 18.44
12305 - Radiologic Technologist 31.46
12311 - Registered Nurse I 27.82
12312 - Registered Nurse II 34.04
12313 - Registered Nurse II Specialist 34.04
12314 - Registered Nurse III 41.18
12315 - Registered Nurse III Anesthetist 41.18
12316 - Registered Nurse IV 49.36
12317 - Scheduler (Drug and Alcohol Testing) 30.44
12320 - Substance Abuse Treatment Counselor 24.29
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.64
13012 - Exhibits Specialist II 28.03
13013 - Exhibits Specialist III 34.30
13041 - Illustrator I 25.30
13042 - Illustrator II 31.34
13043 - Illustrator III 38.33
13047 - Librarian 34.71
13050 - Library Aide/Clerk 17.03
13054 - Library Information Technology Systems Administrator 31.34
13058 - Library Technician 25.03
13061 - Media Specialist I 22.61
13062 - Media Specialist II 25.30
13063 - Media Specialist III 28.21
13071 - Photographer I 19.17
13072 - Photographer II 22.01
13073 - Photographer III 26.63
13074 - Photographer IV 32.48
13075 - Photographer V 39.41
13090 - Technical Order Library Clerk 21.39
13110 - Video Teleconference Technician 23.98
14000 - Information Technology Occupations
14041 - Computer Operator I 18.31

14042 - Computer Operator II		20.49
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.38
14045 - Computer Operator V		28.11
14071 - Computer Programmer I	(see 1)	26.02
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.31
14160 - Personal Computer Support Technician		25.38
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13
15050 - Computer Based Training Specialist / Instructor		33.19
15060 - Educational Technologist		44.91
15070 - Flight Instructor (Pilot)		48.13
15080 - Graphic Artist		26.00
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.21
15086 - Maintenance Test Pilot Rotary Wing		45.21
15088 - Non-Maintenance Test/Co-Pilot		45.21
15090 - Technical Instructor		28.80
15095 - Technical Instructor/Course Developer		35.23
15110 - Test Proctor		23.25
15120 - Tutor		23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		13.74
16070 - Finisher Flatwork Machine		12.03
16090 - Presser Hand		12.03
16110 - Presser Machine Drycleaning		12.03
16130 - Presser Machine Shirts		12.03
16160 - Presser Machine Wearing Apparel Laundry		12.03
16190 - Sewing Machine Operator		14.48
16220 - Tailor		15.48
16250 - Washer Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.64
19040 - Tool And Die Maker		30.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.16
21030 - Material Coordinator		23.71
21040 - Material Expediter		23.71
21050 - Material Handling Laborer		14.34
21071 - Order Filler		15.64

21080 - Production Line Worker (Food Processing) 20.16
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 15.39
21150 - Stock Clerk 19.96
21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.03
23019 - Aircraft Logs and Records Technician 29.41
23021 - Aircraft Mechanic I 32.90
23022 - Aircraft Mechanic II 34.03
23023 - Aircraft Mechanic III 35.26
23040 - Aircraft Mechanic Helper 26.95
23050 - Aircraft Painter 31.74
23060 - Aircraft Servicer 29.41
23070 - Aircraft Survival Flight Equipment Technician 31.74
23080 - Aircraft Worker 30.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.90
23110 - Appliance Mechanic 22.98
23120 - Bicycle Repairer 18.98
23125 - Cable Splicer 41.03
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 28.09
23181 - Electronics Technician Maintenance I 28.90
23182 - Electronics Technician Maintenance II 30.15
23183 - Electronics Technician Maintenance III 31.41
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.10
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 37.88
23312 - Fuel Distribution System Operator 32.03
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 32.90
23381 - Ground Support Equipment Servicer 29.41
23382 - Ground Support Equipment Worker 30.50
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.98
23430 - Heavy Equipment Mechanic 28.28
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.21

23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.34
23510 - Locksmith 28.80
23530 - Machinery Maintenance Mechanic 30.36
23550 - Machinist Maintenance 25.73
23580 - Maintenance Trades Helper 18.72
23591 - Metrology Technician I 30.21
23592 - Metrology Technician II 31.26
23593 - Metrology Technician III 32.37
23640 - Millwright 29.93
23710 - Office Appliance Repairer 24.11
23760 - Painter Maintenance 23.07
23790 - Pipefitter Maintenance 34.79
23810 - Plumber Maintenance 33.57
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 28.95
23870 - Scale Mechanic 28.27
23890 - Sheet-Metal Worker Maintenance 31.87
23910 - Small Engine Mechanic 23.54
23931 - Telecommunications Mechanic I 29.14
23932 - Telecommunications Mechanic II 30.15
23950 - Telephone Lineman 30.24
23960 - Welder Combination Maintenance 25.01
23965 - Well Driller 30.49
23970 - Woodcraft Worker 30.49
23980 - Woodworker 26.13
24000 - Personal Needs Occupations
24550 - Case Manager 20.65
24570 - Child Care Attendant 14.25
24580 - Child Care Center Clerk 19.47
24610 - Chore Aide 12.92
24620 - Family Readiness And Support Services Coordinator 20.65
24630 - Homemaker 23.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.52
25040 - Sewage Plant Operator 34.03
25070 - Stationary Engineer 30.52
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 34.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.02
27007 - Baggage Inspector 15.98
27008 - Corrections Officer 31.96
27010 - Court Security Officer 31.96
27030 - Detection Dog Handler 19.25
27040 - Detention Officer 31.96
27070 - Firefighter 31.96
27101 - Guard I 15.98
27102 - Guard II 19.25

27131 - Police Officer I	32.43
27132 - Police Officer II	36.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.43
28042 - Carnival Equipment Repairer	15.09
28043 - Carnival Worker	11.71
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	22.48
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.82
29020 - Hatch Tender	32.82
29030 - Line Handler	32.82
29041 - Stevedore I	31.64
29042 - Stevedore II	34.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	22.10
30022 - Archeological Technician II	24.73
30023 - Archeological Technician III	30.63
30030 - Cartographic Technician	30.63
30040 - Civil Engineering Technician	33.15
30051 - Cryogenic Technician I	33.93
30052 - Cryogenic Technician II	37.47
30061 - Drafter/CAD Operator I	22.10
30062 - Drafter/CAD Operator II	24.73
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.93
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	23.33
30095 - Evidence Control Specialist	30.63
30210 - Laboratory Technician	25.49
30221 - Latent Fingerprint Technician I	33.93
30222 - Latent Fingerprint Technician II	37.47
30240 - Mathematical Technician	30.63
30361 - Paralegal/Legal Assistant I	20.67
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant III	31.32
30364 - Paralegal/Legal Assistant IV	37.90

30375 - Petroleum Supply Specialist		37.47
30390 - Photo-Optics Technician		30.63
30395 - Radiation Control Technician		37.47
30461 - Technical Writer I		26.57
30462 - Technical Writer II		32.51
30463 - Technical Writer III		39.33
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		33.93
30502 - Weather Forecaster II		41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.60
31030 - Bus Driver		22.82
31043 - Driver Courier		16.00
31260 - Parking and Lot Attendant		12.27
31290 - Shuttle Bus Driver		16.73
31310 - Taxi Driver		17.02
31361 - Truckdriver Light		16.73
31362 - Truckdriver Medium		20.26
31363 - Truckdriver Heavy		24.30
31364 - Truckdriver Tractor-Trailer		24.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		11.73
99050 - Desk Clerk		12.69
99095 - Embalmer		37.63
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		14.52
99252 - Laboratory Animal Caretaker II		15.18
99260 - Marketing Analyst		33.45
99310 - Mortician		37.63
99410 - Pest Controller		18.70
99510 - Photofinishing Worker		19.57
99710 - Recycling Laborer		25.74
99711 - Recycling Specialist		28.91
99730 - Refuse Collector		23.49
99810 - Sales Clerk		16.37
99820 - School Crossing Guard		18.74
99830 - Survey Party Chief		36.06
99831 - Surveying Aide		19.91
99832 - Surveying Technician		32.78
99840 - Vending Machine Attendant		20.98
99841 - Vending Machine Repairer		23.74

99842 - Vending Machine Repairer Helper 20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order

the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4121
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Berlin Bristol Burlington Hartland New Britain Plainville Southington

LITCHFIELD COUNTY: Barkhamsted Harwinton Plymouth Thomaston

MIDDLESEX COUNTY: East Haddam Haddam Middletown

TOLLAND COUNTY: Mansfield Union

WINDHAM COUNTY: Ashford Chaplin Scotland Windham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.52
01013 - Accounting Clerk III		22.94
01020 - Administrative Assistant		33.10
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.85
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		23.64
01090 - Duplicating Machine Operator		23.64
01111 - General Clerk I		15.56
01112 - General Clerk II		16.98
01113 - General Clerk III		19.07
01120 - Housing Referral Assistant		23.12
01141 - Messenger Courier		15.88
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.46
01261 - Personnel Assistant (Employment) I		19.68
01262 - Personnel Assistant (Employment) II		22.02
01263 - Personnel Assistant (Employment) III		24.55
01270 - Production Control Clerk		24.49
01290 - Rental Clerk		15.52
01300 - Scheduler Maintenance		18.55
01311 - Secretary I		18.55
01312 - Secretary II		20.74
01313 - Secretary III		23.12
01320 - Service Order Dispatcher		19.27
01410 - Supply Technician		33.10
01420 - Survey Worker		20.37
01460 - Switchboard Operator/Receptionist		17.28
01531 - Travel Clerk I		19.14
01532 - Travel Clerk II		20.85
01533 - Travel Clerk III		21.99
01611 - Word Processor I		15.88
01612 - Word Processor II		17.84
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		26.80
05010 - Automotive Electrician		22.82
05040 - Automotive Glass Installer		21.93
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		20.56
05130 - Motor Equipment Metal Mechanic		23.65
05160 - Motor Equipment Metal Worker		21.93

05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.93
05310 - Painter Automotive 22.82
05340 - Radiator Repair Specialist 21.93
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.77
07041 - Cook I 19.53
07042 - Cook II 21.13
07070 - Dishwasher 12.21
07130 - Food Service Worker 13.37
07210 - Meat Cutter 21.04
07260 - Waiter/Waitress 12.42
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.22
09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 23.86
09090 - Furniture Refinisher Helper 19.99
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 22.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.18
11060 - Elevator Operator 17.77
11090 - Gardener 19.56
11122 - Housekeeping Aide 17.77
11150 - Janitor 17.77
11210 - Laborer Grounds Maintenance 16.63
11240 - Maid or Houseman 13.33
11260 - Pruner 15.19
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 16.63
11360 - Window Cleaner 19.46
12000 - Health Occupations
12010 - Ambulance Driver 24.58
12011 - Breath Alcohol Technician 25.10
12012 - Certified Occupational Therapist Assistant 32.48
12015 - Certified Physical Therapist Assistant 35.77
12020 - Dental Assistant 21.28
12025 - Dental Hygienist 46.51
12030 - EKG Technician 38.49
12035 - Electroneurodiagnostic Technologist 38.49
12040 - Emergency Medical Technician 24.58
12071 - Licensed Practical Nurse I 22.45
12072 - Licensed Practical Nurse II 25.10
12073 - Licensed Practical Nurse III 27.98
12100 - Medical Assistant 19.16
12130 - Medical Laboratory Technician 33.31

12160 - Medical Record Clerk		22.80
12190 - Medical Record Technician		28.06
12195 - Medical Transcriptionist		22.46
12210 - Nuclear Medicine Technologist		44.37
12221 - Nursing Assistant I		13.15
12222 - Nursing Assistant II		14.78
12223 - Nursing Assistant III		16.13
12224 - Nursing Assistant IV		18.12
12235 - Optical Dispenser		27.50
12236 - Optical Technician		21.82
12250 - Pharmacy Technician		16.57
12280 - Phlebotomist		18.90
12305 - Radiologic Technologist		31.46
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		31.10
12320 - Substance Abuse Treatment Counselor		24.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.79
13012 - Exhibits Specialist II		31.95
13013 - Exhibits Specialist III		39.08
13041 - Illustrator I		25.79
13042 - Illustrator II		31.95
13043 - Illustrator III		39.08
13047 - Librarian		35.38
13050 - Library Aide/Clerk		17.32
13054 - Library Information Technology Systems Administrator		31.95
13058 - Library Technician		26.36
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.79
13063 - Media Specialist III		28.74
13071 - Photographer I		20.67
13072 - Photographer II		24.12
13073 - Photographer III		29.89
13074 - Photographer IV		36.56
13075 - Photographer V		44.23
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		26.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.14
14042 - Computer Operator II		22.54
14043 - Computer Operator III		25.14
14044 - Computer Operator IV		27.92
14045 - Computer Operator V		30.92
14071 - Computer Programmer I	(see 1)	26.39

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.14
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.17
15020 - Aircrew Training Devices Instructor (Rated)		37.71
15030 - Air Crew Training Devices Instructor (Pilot)		45.21
15050 - Computer Based Training Specialist / Instructor		31.17
15060 - Educational Technologist		46.48
15070 - Flight Instructor (Pilot)		45.21
15080 - Graphic Artist		26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.21
15086 - Maintenance Test Pilot Rotary Wing		45.21
15088 - Non-Maintenance Test/Co-Pilot		45.21
15090 - Technical Instructor		29.21
15095 - Technical Instructor/Course Developer		35.73
15110 - Test Proctor		23.58
15120 - Tutor		23.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
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		15.93
16220 - Tailor		16.79
16250 - Washer Machine		13.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.88
19040 - Tool And Die Maker		30.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.16
21030 - Material Coordinator		24.49
21040 - Material Expediter		24.49
21050 - Material Handling Laborer		15.84
21071 - Order Filler		15.76
21080 - Production Line Worker (Food Processing)		20.16
21110 - Shipping Packer		17.89
21130 - Shipping/Receiving Clerk		17.89
21140 - Store Worker I		15.77
21150 - Stock Clerk		20.46

21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.52
23019 - Aircraft Logs and Records Technician 29.83
23021 - Aircraft Mechanic I 33.37
23022 - Aircraft Mechanic II 34.52
23023 - Aircraft Mechanic III 35.76
23040 - Aircraft Mechanic Helper 27.34
23050 - Aircraft Painter 32.18
23060 - Aircraft Servicer 29.83
23070 - Aircraft Survival Flight Equipment Technician 32.18
23080 - Aircraft Worker 30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.37
23110 - Appliance Mechanic 24.18
23120 - Bicycle Repairer 23.58
23125 - Cable Splicer 43.35
23130 - Carpenter Maintenance 26.96
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 29.37
23181 - Electronics Technician Maintenance I 29.88
23182 - Electronics Technician Maintenance II 31.17
23183 - Electronics Technician Maintenance III 32.46
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 41.78
23312 - Fuel Distribution System Operator 37.24
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 33.37
23381 - Ground Support Equipment Servicer 29.83
23382 - Ground Support Equipment Worker 30.94
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.03
23430 - Heavy Equipment Mechanic 31.11
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.34
23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.57
23510 - Locksmith 28.80
23530 - Machinery Maintenance Mechanic 32.01
23550 - Machinist Maintenance 26.78

23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	30.34
23592 - Metrology Technician II	31.39
23593 - Metrology Technician III	32.51
23640 - Millwright	30.08
23710 - Office Appliance Repairer	23.49
23760 - Painter Maintenance	23.14
23790 - Pipefitter Maintenance	34.79
23810 - Plumber Maintenance	33.57
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	30.34
23870 - Scale Mechanic	28.27
23890 - Sheet-Metal Worker Maintenance	31.87
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	30.26
23932 - Telecommunications Mechanic II	31.31
23950 - Telephone Lineman	30.24
23960 - Welder Combination Maintenance	25.01
23965 - Well Driller	30.49
23970 - Woodcraft Worker	30.49
23980 - Woodworker	26.13
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.17
24620 - Family Readiness And Support Services Coordinator	21.22
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.52
25040 - Sewage Plant Operator	34.03
25070 - Stationary Engineer	30.52
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant Operator	34.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.70
27007 - Baggage Inspector	15.98
27008 - Corrections Officer	33.61
27010 - Court Security Officer	33.61
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	33.61
27070 - Firefighter	33.61
27101 - Guard I	15.98
27102 - Guard II	19.88
27131 - Police Officer I	33.79
27132 - Police Officer II	37.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.90
28042 - Carnival Equipment Repairer	15.58

28043 - Carnival Worker 12.09
28210 - Gate Attendant/Gate Tender 16.23
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 18.15
28510 - Recreation Aide/Health Facility Attendant 13.24
28515 - Recreation Specialist 22.48
28630 - Sports Official 14.45
28690 - Swimming Pool Operator 17.71
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.93
29020 - Hatch Tender 31.93
29030 - Line Handler 31.93
29041 - Stevedore I 30.79
29042 - Stevedore II 33.28
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.88
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.32
30021 - Archeological Technician I 22.10
30022 - Archeological Technician II 24.73
30023 - Archeological Technician III 30.63
30030 - Cartographic Technician 30.63
30040 - Civil Engineering Technician 33.15
30051 - Cryogenic Technician I 33.93
30052 - Cryogenic Technician II 37.47
30061 - Drafter/CAD Operator I 22.10
30062 - Drafter/CAD Operator II 24.73
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.93
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.91
30083 - Engineering Technician III 21.96
30084 - Engineering Technician IV 25.74
30085 - Engineering Technician V 30.54
30086 - Engineering Technician VI 36.92
30090 - Environmental Technician 27.29
30095 - Evidence Control Specialist 30.63
30210 - Laboratory Technician 25.49
30221 - Latent Fingerprint Technician I 33.93
30222 - Latent Fingerprint Technician II 37.47
30240 - Mathematical Technician 33.69
30361 - Paralegal/Legal Assistant I 21.30
30362 - Paralegal/Legal Assistant II 26.39
30363 - Paralegal/Legal Assistant III 32.29
30364 - Paralegal/Legal Assistant IV 39.05
30375 - Petroleum Supply Specialist 37.47
30390 - Photo-Optics Technician 30.63
30395 - Radiation Control Technician 37.47
30461 - Technical Writer I 26.57
30462 - Technical Writer II 32.51

30463 - Technical Writer III 39.33
30491 - Unexploded Ordnance (UXO) Technician I 27.89
30492 - Unexploded Ordnance (UXO) Technician II 33.74
30493 - Unexploded Ordnance (UXO) Technician III 40.44
30494 - Unexploded (UXO) Safety Escort 27.89
30495 - Unexploded (UXO) Sweep Personnel 27.89
30501 - Weather Forecaster I 33.93
30502 - Weather Forecaster II 41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.63
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.74
31020 - Bus Aide 20.46
31030 - Bus Driver 25.10
31043 - Driver Courier 16.81
31260 - Parking and Lot Attendant 12.83
31290 - Shuttle Bus Driver 18.40
31310 - Taxi Driver 17.58
31361 - Truckdriver Light 17.58
31362 - Truckdriver Medium 19.84
31363 - Truckdriver Heavy 24.30
31364 - Truckdriver Tractor-Trailer 24.30
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 16.45
99030 - Cashier 12.17
99050 - Desk Clerk 14.08
99095 - Embalmer 32.85
99130 - Flight Follower 27.89
99251 - Laboratory Animal Caretaker I 14.72
99252 - Laboratory Animal Caretaker II 15.40
99260 - Marketing Analyst 33.74
99310 - Mortician 32.85
99410 - Pest Controller 21.82
99510 - Photofinishing Worker 19.38
99710 - Recycling Laborer 28.31
99711 - Recycling Specialist 31.80
99730 - Refuse Collector 25.84
99810 - Sales Clerk 13.39
99820 - School Crossing Guard 18.74
99830 - Survey Party Chief 44.33
99831 - Surveying Aide 27.75
99832 - Surveying Technician 33.57
99840 - Vending Machine Attendant 20.98
99841 - Vending Machine Repairer 23.74
99842 - Vending Machine Repairer Helper 20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4122
Revision No.: 14
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Berlin Bristol Burlington Hartland New Britain Plainville Southington

LITCHFIELD COUNTY: Barkhamsted Harwinton Plymouth Thomaston

MIDDLESEX COUNTY: East Haddam Haddam Middletown

TOLLAND COUNTY: Mansfield Union

WINDHAM COUNTY: Ashford Chaplin Scotland Windham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.27
01020 - Administrative Assistant		33.10
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		21.89
01090 - Duplicating Machine Operator		21.89
01111 - General Clerk I		15.06
01112 - General Clerk II		16.43
01113 - General Clerk III		18.44
01120 - Housing Referral Assistant		22.89
01141 - Messenger Courier		14.44
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.46
01261 - Personnel Assistant (Employment) I		19.68
01262 - Personnel Assistant (Employment) II		22.02
01263 - Personnel Assistant (Employment) III		24.55
01270 - Production Control Clerk		23.71
01290 - Rental Clerk		15.52
01300 - Scheduler Maintenance		18.35
01311 - Secretary I		18.35
01312 - Secretary II		20.53
01313 - Secretary III		22.89
01320 - Service Order Dispatcher		19.27
01410 - Supply Technician		33.10
01420 - Survey Worker		20.30
01460 - Switchboard Operator/Receptionist		17.28
01531 - Travel Clerk I		17.62
01532 - Travel Clerk II		19.21
01533 - Travel Clerk III		20.83
01611 - Word Processor I		15.26
01612 - Word Processor II		17.13
01613 - Word Processor III		19.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		24.36
05010 - Automotive Electrician		22.82
05040 - Automotive Glass Installer		21.93
05070 - Automotive Worker		21.93

05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.93
05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.93
05310 - Painter Automotive 22.82
05340 - Radiator Repair Specialist 21.93
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.61
07041 - Cook I 19.51
07042 - Cook II 21.11
07070 - Dishwasher 11.72
07130 - Food Service Worker 13.37
07210 - Meat Cutter 20.95
07260 - Waiter/Waitress 11.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.22
09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 23.86
09090 - Furniture Refinisher Helper 19.99
09110 - Furniture Repairer Minor 21.98
09130 - Upholsterer 22.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.18
11060 - Elevator Operator 16.39
11090 - Gardener 19.56
11122 - Housekeeping Aide 16.39
11150 - Janitor 16.39
11210 - Laborer Grounds Maintenance 16.63
11240 - Maid or Houseman 12.68
11260 - Pruner 15.19
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 16.63
11360 - Window Cleaner 17.95
12000 - Health Occupations
12010 - Ambulance Driver 24.58
12011 - Breath Alcohol Technician 24.58
12012 - Certified Occupational Therapist Assistant 32.26
12015 - Certified Physical Therapist Assistant 34.19
12020 - Dental Assistant 21.27
12025 - Dental Hygienist 46.51
12030 - EKG Technician 36.96
12035 - Electroneurodiagnostic Technologist 36.96
12040 - Emergency Medical Technician 24.58
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66

12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 19.03
12130 - Medical Laboratory Technician 30.28
12160 - Medical Record Clerk 22.80
12190 - Medical Record Technician 28.06
12195 - Medical Transcriptionist 20.42
12210 - Nuclear Medicine Technologist 43.15
12221 - Nursing Assistant I 12.30
12222 - Nursing Assistant II 14.36
12223 - Nursing Assistant III 15.67
12224 - Nursing Assistant IV 16.78
12235 - Optical Dispenser 25.00
12236 - Optical Technician 21.82
12250 - Pharmacy Technician 16.57
12280 - Phlebotomist 18.44
12305 - Radiologic Technologist 31.46
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30
12315 - Registered Nurse III Anesthetist 41.30
12316 - Registered Nurse IV 49.50
12317 - Scheduler (Drug and Alcohol Testing) 30.44
12320 - Substance Abuse Treatment Counselor 24.29
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.66
13012 - Exhibits Specialist II 30.54
13013 - Exhibits Specialist III 37.36
13041 - Illustrator I 25.30
13042 - Illustrator II 31.34
13043 - Illustrator III 38.33
13047 - Librarian 34.71
13050 - Library Aide/Clerk 17.03
13054 - Library Information Technology Systems Administrator 31.34
13058 - Library Technician 25.03
13061 - Media Specialist I 22.61
13062 - Media Specialist II 25.30
13063 - Media Specialist III 28.21
13071 - Photographer I 18.79
13072 - Photographer II 21.93
13073 - Photographer III 27.17
13074 - Photographer IV 33.24
13075 - Photographer V 40.21
13090 - Technical Order Library Clerk 21.39
13110 - Video Teleconference Technician 23.98
14000 - Information Technology Occupations
14041 - Computer Operator I 18.31
14042 - Computer Operator II 20.49
14043 - Computer Operator III 22.85

14044 - Computer Operator IV		25.38
14045 - Computer Operator V		28.11
14071 - Computer Programmer I	(see 1)	26.39
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.31
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.17
15020 - Aircrew Training Devices Instructor (Rated)		37.71
15030 - Air Crew Training Devices Instructor (Pilot)		45.21
15050 - Computer Based Training Specialist / Instructor		31.17
15060 - Educational Technologist		45.83
15070 - Flight Instructor (Pilot)		45.21
15080 - Graphic Artist		26.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.21
15086 - Maintenance Test Pilot Rotary Wing		45.21
15088 - Non-Maintenance Test/Co-Pilot		45.21
15090 - Technical Instructor		28.80
15095 - Technical Instructor/Course Developer		35.23
15110 - Test Proctor		23.25
15120 - Tutor		23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		13.74
16070 - Finisher Flatwork Machine		12.03
16090 - Presser Hand		12.03
16110 - Presser Machine Drycleaning		12.03
16130 - Presser Machine Shirts		12.03
16160 - Presser Machine Wearing Apparel Laundry		12.03
16190 - Sewing Machine Operator		14.48
16220 - Tailor		15.48
16250 - Washer Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.64
19040 - Tool And Die Maker		30.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.16
21030 - Material Coordinator		23.71
21040 - Material Expediter		23.71
21050 - Material Handling Laborer		15.84
21071 - Order Filler		15.76
21080 - Production Line Worker (Food Processing)		20.16
21110 - Shipping Packer		17.16

21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 15.39
21150 - Stock Clerk 19.96
21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.52
23019 - Aircraft Logs and Records Technician 29.83
23021 - Aircraft Mechanic I 33.37
23022 - Aircraft Mechanic II 34.52
23023 - Aircraft Mechanic III 35.76
23040 - Aircraft Mechanic Helper 27.34
23050 - Aircraft Painter 32.18
23060 - Aircraft Servicer 29.83
23070 - Aircraft Survival Flight Equipment Technician 32.18
23080 - Aircraft Worker 30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.37
23110 - Appliance Mechanic 22.77
23120 - Bicycle Repairer 21.44
23125 - Cable Splicer 43.35
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 28.09
23181 - Electronics Technician Maintenance I 29.88
23182 - Electronics Technician Maintenance II 31.17
23183 - Electronics Technician Maintenance III 32.46
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.10
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 37.98
23312 - Fuel Distribution System Operator 33.85
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 33.37
23381 - Ground Support Equipment Servicer 29.83
23382 - Ground Support Equipment Worker 30.94
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.98
23430 - Heavy Equipment Mechanic 28.28
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.21
23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.34

23510 - Locksmith 28.80
23530 - Machinery Maintenance Mechanic 30.36
23550 - Machinist Maintenance 25.73
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 30.21
23592 - Metrology Technician II 31.26
23593 - Metrology Technician III 32.41
23640 - Millwright 30.08
23710 - Office Appliance Repairer 22.93
23760 - Painter Maintenance 23.07
23790 - Pipefitter Maintenance 34.79
23810 - Plumber Maintenance 33.57
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 28.23
23870 - Scale Mechanic 28.27
23890 - Sheet-Metal Worker Maintenance 31.87
23910 - Small Engine Mechanic 23.89
23931 - Telecommunications Mechanic I 29.14
23932 - Telecommunications Mechanic II 30.15
23950 - Telephone Lineman 30.24
23960 - Welder Combination Maintenance 25.01
23965 - Well Driller 30.49
23970 - Woodcraft Worker 30.49
23980 - Woodworker 26.13
24000 - Personal Needs Occupations
24550 - Case Manager 20.04
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 17.44
24610 - Chore Aide 12.75
24620 - Family Readiness And Support Services Coordinator 20.04
24630 - Homemaker 22.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.52
25040 - Sewage Plant Operator 34.03
25070 - Stationary Engineer 30.52
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 34.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.02
27007 - Baggage Inspector 15.98
27008 - Corrections Officer 31.96
27010 - Court Security Officer 31.96
27030 - Detection Dog Handler 19.88
27040 - Detention Officer 31.96
27070 - Firefighter 31.96
27101 - Guard I 15.98
27102 - Guard II 19.88
27131 - Police Officer I 32.43
27132 - Police Officer II 36.03

28000 - Recreation Occupations
  28041 - Carnival Equipment Operator 14.43
  28042 - Carnival Equipment Repairer 15.09
  28043 - Carnival Worker 11.71
  28210 - Gate Attendant/Gate Tender 16.23
  28310 - Lifeguard 12.47
  28350 - Park Attendant (Aide) 18.15
  28510 - Recreation Aide/Health Facility Attendant 13.24
  28515 - Recreation Specialist 22.48
  28630 - Sports Official 14.45
  28690 - Swimming Pool Operator 17.71
29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 31.93
  29020 - Hatch Tender 31.93
  29030 - Line Handler 31.93
  29041 - Stevedore I 30.79
  29042 - Stevedore II 33.28
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
  30021 - Archeological Technician I 22.10
  30022 - Archeological Technician II 24.73
  30023 - Archeological Technician III 30.63
  30030 - Cartographic Technician 30.63
  30040 - Civil Engineering Technician 33.15
  30051 - Cryogenic Technician I 33.93
  30052 - Cryogenic Technician II 37.47
  30061 - Drafter/CAD Operator I 22.10
  30062 - Drafter/CAD Operator II 24.73
  30063 - Drafter/CAD Operator III 27.56
  30064 - Drafter/CAD Operator IV 33.93
  30081 - Engineering Technician I 16.86
  30082 - Engineering Technician II 18.91
  30083 - Engineering Technician III 21.96
  30084 - Engineering Technician IV 25.74
  30085 - Engineering Technician V 30.54
  30086 - Engineering Technician VI 36.92
  30090 - Environmental Technician 27.29
  30095 - Evidence Control Specialist 30.63
  30210 - Laboratory Technician 25.49
  30221 - Latent Fingerprint Technician I 33.93
  30222 - Latent Fingerprint Technician II 37.47
  30240 - Mathematical Technician 30.63
  30361 - Paralegal/Legal Assistant I 19.36
  30362 - Paralegal/Legal Assistant II 23.99
  30363 - Paralegal/Legal Assistant III 29.35
  30364 - Paralegal/Legal Assistant IV 35.50
  30375 - Petroleum Supply Specialist 37.47
  30390 - Photo-Optics Technician 30.63

30395 - Radiation Control Technician 37.47
30461 - Technical Writer I 26.57
30462 - Technical Writer II 32.51
30463 - Technical Writer III 39.33
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 33.93
30502 - Weather Forecaster II 41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.63
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 18.60
31030 - Bus Driver 22.82
31043 - Driver Courier 16.00
31260 - Parking and Lot Attendant 12.27
31290 - Shuttle Bus Driver 16.73
31310 - Taxi Driver 15.98
31361 - Truckdriver Light 16.73
31362 - Truckdriver Medium 19.84
31363 - Truckdriver Heavy 24.30
31364 - Truckdriver Tractor-Trailer 24.30
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 14.95
99030 - Cashier 11.73
99050 - Desk Clerk 13.41
99095 - Embalmer 32.85
99130 - Flight Follower 25.35
99251 - Laboratory Animal Caretaker I 14.52
99252 - Laboratory Animal Caretaker II 15.18
99260 - Marketing Analyst 33.45
99310 - Mortician 32.85
99410 - Pest Controller 19.84
99510 - Photofinishing Worker 19.38
99710 - Recycling Laborer 25.74
99711 - Recycling Specialist 28.91
99730 - Refuse Collector 23.49
99810 - Sales Clerk 13.39
99820 - School Crossing Guard 18.74
99830 - Survey Party Chief 42.35
99831 - Surveying Aide 26.51
99832 - Surveying Technician 32.07
99840 - Vending Machine Attendant 20.98
99841 - Vending Machine Repairer 23.74
99842 - Vending Machine Repairer Helper 20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the

""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage

rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4123
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies to the following towns in NEW LONDON COUNTY:
Colchester Lebanon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.52
01013 - Accounting Clerk III		22.94
01020 - Administrative Assistant		33.10
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		15.85
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44
01070 - Document Preparation Clerk		23.64
01090 - Duplicating Machine Operator		23.64
01111 - General Clerk I		15.56

01112 - General Clerk II 16.98
01113 - General Clerk III 19.07
01120 - Housing Referral Assistant 23.12
01141 - Messenger Courier 15.43
01191 - Order Clerk I 19.45
01192 - Order Clerk II 21.46
01261 - Personnel Assistant (Employment) I 19.68
01262 - Personnel Assistant (Employment) II 22.02
01263 - Personnel Assistant (Employment) III 24.55
01270 - Production Control Clerk 24.49
01290 - Rental Clerk 14.85
01300 - Scheduler Maintenance 18.55
01311 - Secretary I 18.55
01312 - Secretary II 20.74
01313 - Secretary III 23.12
01320 - Service Order Dispatcher 19.16
01410 - Supply Technician 33.10
01420 - Survey Worker 20.37
01460 - Switchboard Operator/Receptionist 17.28
01531 - Travel Clerk I 18.15
01532 - Travel Clerk II 19.77
01533 - Travel Clerk III 20.85
01611 - Word Processor I 15.88
01612 - Word Processor II 17.84
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.80
05010 - Automotive Electrician 22.82
05040 - Automotive Glass Installer 21.93
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 20.27
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.93
05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 19.44
05250 - Motor Vehicle Upholstery Worker 21.15
05280 - Motor Vehicle Wrecker 21.93
05310 - Painter Automotive 22.82
05340 - Radiator Repair Specialist 21.93
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.77
07041 - Cook I 19.53
07042 - Cook II 21.13
07070 - Dishwasher 12.21
07130 - Food Service Worker 13.37
07210 - Meat Cutter 21.04
07260 - Waiter/Waitress 12.42
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.22
09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 22.22
09090 - Furniture Refinisher Helper 19.44
09110 - Furniture Repairer Minor 20.87
09130 - Upholsterer 22.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.18
11060 - Elevator Operator 17.77
11090 - Gardener 19.56
11122 - Housekeeping Aide 17.77
11150 - Janitor 17.77
11210 - Laborer Grounds Maintenance 16.63
11240 - Maid or Houseman 13.33
11260 - Pruner 15.19
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 16.63
11360 - Window Cleaner 19.46
12000 - Health Occupations
12010 - Ambulance Driver 24.58
12011 - Breath Alcohol Technician 25.10
12012 - Certified Occupational Therapist Assistant 32.48
12015 - Certified Physical Therapist Assistant 35.77
12020 - Dental Assistant 21.28
12025 - Dental Hygienist 45.11
12030 - EKG Technician 38.49
12035 - Electroneurodiagnostic Technologist 38.49
12040 - Emergency Medical Technician 24.58
12071 - Licensed Practical Nurse I 22.45
12072 - Licensed Practical Nurse II 25.10
12073 - Licensed Practical Nurse III 27.98
12100 - Medical Assistant 19.16
12130 - Medical Laboratory Technician 33.06
12160 - Medical Record Clerk 22.80
12190 - Medical Record Technician 28.06
12195 - Medical Transcriptionist 22.46
12210 - Nuclear Medicine Technologist 44.37
12221 - Nursing Assistant I 12.57
12222 - Nursing Assistant II 14.14
12223 - Nursing Assistant III 15.42
12224 - Nursing Assistant IV 17.31
12235 - Optical Dispenser 25.93
12236 - Optical Technician 20.52
12250 - Pharmacy Technician 16.57
12280 - Phlebotomist 18.90
12305 - Radiologic Technologist 31.46
12311 - Registered Nurse I 26.74
12312 - Registered Nurse II 32.72
12313 - Registered Nurse II Specialist 32.72
12314 - Registered Nurse III 39.59

12315 - Registered Nurse III Anesthetist		39.59
12316 - Registered Nurse IV		47.44
12317 - Scheduler (Drug and Alcohol Testing)		31.10
12320 - Substance Abuse Treatment Counselor		24.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.46
13012 - Exhibits Specialist II		29.08
13013 - Exhibits Specialist III		35.55
13041 - Illustrator I		25.79
13042 - Illustrator II		31.95
13043 - Illustrator III		39.08
13047 - Librarian		35.38
13050 - Library Aide/Clerk		17.32
13054 - Library Information Technology Systems Administrator		31.95
13058 - Library Technician		26.36
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.79
13063 - Media Specialist III		28.74
13071 - Photographer I		18.17
13072 - Photographer II		20.91
13073 - Photographer III		25.88
13074 - Photographer IV		31.69
13075 - Photographer V		38.34
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		26.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.14
14042 - Computer Operator II		22.54
14043 - Computer Operator III		25.14
14044 - Computer Operator IV		27.92
14045 - Computer Operator V		30.92
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.14
14160 - Personal Computer Support Technician		27.92
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		45.21
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		46.48
15070 - Flight Instructor (Pilot)		45.21
15080 - Graphic Artist		26.44

15085 - Maintenance Test Pilot Fixed Jet/Prop 45.21
15086 - Maintenance Test Pilot Rotary Wing 45.21
15088 - Non-Maintenance Test/Co-Pilot 45.21
15090 - Technical Instructor 29.21
15095 - Technical Instructor/Course Developer 35.73
15110 - Test Proctor 23.58
15120 - Tutor 23.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.88
19040 - Tool And Die Maker 30.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.16
21030 - Material Coordinator 24.49
21040 - Material Expediter 24.49
21050 - Material Handling Laborer 14.57
21071 - Order Filler 14.46
21080 - Production Line Worker (Food Processing) 20.16
21110 - Shipping Packer 17.89
21130 - Shipping/Receiving Clerk 17.89
21140 - Store Worker I 15.77
21150 - Stock Clerk 20.46
21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.52
23019 - Aircraft Logs and Records Technician 29.83
23021 - Aircraft Mechanic I 33.37
23022 - Aircraft Mechanic II 34.52
23023 - Aircraft Mechanic III 35.76
23040 - Aircraft Mechanic Helper 27.34
23050 - Aircraft Painter 32.18
23060 - Aircraft Servicer 29.83
23070 - Aircraft Survival Flight Equipment Technician 32.18
23080 - Aircraft Worker 30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.37

23110 - Appliance Mechanic 24.18
23120 - Bicycle Repairer 24.84
23125 - Cable Splicer 41.55
23130 - Carpenter Maintenance 26.96
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 29.37
23181 - Electronics Technician Maintenance I 29.69
23182 - Electronics Technician Maintenance II 30.68
23183 - Electronics Technician Maintenance III 31.55
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.75
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 37.53
23312 - Fuel Distribution System Operator 33.95
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 33.37
23381 - Ground Support Equipment Servicer 29.83
23382 - Ground Support Equipment Worker 30.94
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.03
23430 - Heavy Equipment Mechanic 31.11
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.34
23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.57
23510 - Locksmith 28.80
23530 - Machinery Maintenance Mechanic 32.01
23550 - Machinist Maintenance 26.78
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 30.34
23592 - Metrology Technician II 31.39
23593 - Metrology Technician III 32.51
23640 - Millwright 30.08
23710 - Office Appliance Repairer 23.49
23760 - Painter Maintenance 23.14
23790 - Pipefitter Maintenance 34.79
23810 - Plumber Maintenance 33.57
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 30.34
23870 - Scale Mechanic 28.27
23890 - Sheet-Metal Worker Maintenance 31.87
23910 - Small Engine Mechanic 23.89
23931 - Telecommunications Mechanic I 30.26
23932 - Telecommunications Mechanic II 31.31
23950 - Telephone Lineman 30.24

23960 - Welder Combination Maintenance		25.01
23965 - Well Driller		30.49
23970 - Woodcraft Worker		30.49
23980 - Woodworker		26.13
24000 - Personal Needs Occupations		
24550 - Case Manager		21.22
24570 - Child Care Attendant		13.29
24580 - Child Care Center Clerk		16.58
24610 - Chore Aide		13.17
24620 - Family Readiness And Support Services Coordinator		21.22
24630 - Homemaker		22.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.52
25040 - Sewage Plant Operator		34.03
25070 - Stationary Engineer		30.52
25190 - Ventilation Equipment Tender		25.01
25210 - Water Treatment Plant Operator		34.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.70
27007 - Baggage Inspector		15.98
27008 - Corrections Officer		33.61
27010 - Court Security Officer		33.61
27030 - Detection Dog Handler		20.07
27040 - Detention Officer		33.61
27070 - Firefighter		33.61
27101 - Guard I		15.98
27102 - Guard II		20.07
27131 - Police Officer I		33.79
27132 - Police Officer II		37.56
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.90
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.09
28210 - Gate Attendant/Gate Tender		16.23
28310 - Lifeguard		12.39
28350 - Park Attendant (Aide)		18.15
28510 - Recreation Aide/Health Facility Attendant		13.24
28515 - Recreation Specialist		22.48
28630 - Sports Official		14.45
28690 - Swimming Pool Operator		16.86
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.93
29020 - Hatch Tender		31.93
29030 - Line Handler		31.93
29041 - Stevedore I		30.79
29042 - Stevedore II		33.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.88
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.25

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.32
30021 - Archeological Technician I 22.10
30022 - Archeological Technician II 24.73
30023 - Archeological Technician III 30.63
30030 - Cartographic Technician 30.63
30040 - Civil Engineering Technician 33.15
30051 - Cryogenic Technician I 33.93
30052 - Cryogenic Technician II 37.47
30061 - Drafter/CAD Operator I 22.10
30062 - Drafter/CAD Operator II 24.73
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.93
30081 - Engineering Technician I 16.70
30082 - Engineering Technician II 18.76
30083 - Engineering Technician III 21.33
30084 - Engineering Technician IV 26.00
30085 - Engineering Technician V 31.78
30086 - Engineering Technician VI 38.47
30090 - Environmental Technician 28.88
30095 - Evidence Control Specialist 30.63
30210 - Laboratory Technician 25.49
30221 - Latent Fingerprint Technician I 33.93
30222 - Latent Fingerprint Technician II 37.47
30240 - Mathematical Technician 33.69
30361 - Paralegal/Legal Assistant I 20.79
30362 - Paralegal/Legal Assistant II 27.91
30363 - Paralegal/Legal Assistant III 34.14
30364 - Paralegal/Legal Assistant IV 41.32
30375 - Petroleum Supply Specialist 37.47
30390 - Photo-Optics Technician 30.63
30395 - Radiation Control Technician 37.47
30461 - Technical Writer I 26.60
30462 - Technical Writer II 32.53
30463 - Technical Writer III 39.37
30491 - Unexploded Ordnance (UXO) Technician I 27.89
30492 - Unexploded Ordnance (UXO) Technician II 33.74
30493 - Unexploded Ordnance (UXO) Technician III 40.44
30494 - Unexploded (UXO) Safety Escort 27.89
30495 - Unexploded (UXO) Sweep Personnel 27.89
30501 - Weather Forecaster I 33.93
30502 - Weather Forecaster II 41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer Senior (see 2) 30.63
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.74
31020 - Bus Aide 20.46
31030 - Bus Driver 25.10
31043 - Driver Courier 16.81
31260 - Parking and Lot Attendant 12.83

31290 - Shuttle Bus Driver	18.40
31310 - Taxi Driver	17.59
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	18.34
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.45
99030 - Cashier	12.17
99050 - Desk Clerk	13.96
99095 - Embalmer	28.59
99130 - Flight Follower	27.89
99251 - Laboratory Animal Caretaker I	14.72
99252 - Laboratory Animal Caretaker II	15.40
99260 - Marketing Analyst	33.74
99310 - Mortician	28.59
99410 - Pest Controller	23.47
99510 - Photofinishing Worker	19.28
99710 - Recycling Laborer	28.31
99711 - Recycling Specialist	31.80
99730 - Refuse Collector	25.84
99810 - Sales Clerk	13.34
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	36.91
99831 - Surveying Aide	23.16
99832 - Surveying Technician	34.44
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	23.74
99842 - Vending Machine Repairer Helper	20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4124
Revision No.: 15
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination applies to the following towns in NEW LONDON COUNTY:
Colchester Lebanon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.90
01013 - Accounting Clerk III		22.27
01020 - Administrative Assistant		33.10
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.19
01051 - Data Entry Operator I		17.17
01052 - Data Entry Operator II		18.73
01060 - Dispatcher Motor Vehicle		21.44

01070 - Document Preparation Clerk 21.89
01090 - Duplicating Machine Operator 21.89
01111 - General Clerk I 15.06
01112 - General Clerk II 16.43
01113 - General Clerk III 18.44
01120 - Housing Referral Assistant 22.89
01141 - Messenger Courier 14.03
01191 - Order Clerk I 19.45
01192 - Order Clerk II 21.46
01261 - Personnel Assistant (Employment) I 19.68
01262 - Personnel Assistant (Employment) II 22.02
01263 - Personnel Assistant (Employment) III 24.55
01270 - Production Control Clerk 24.02
01290 - Rental Clerk 14.11
01300 - Scheduler Maintenance 18.35
01311 - Secretary I 18.35
01312 - Secretary II 20.53
01313 - Secretary III 22.89
01320 - Service Order Dispatcher 19.16
01410 - Supply Technician 33.10
01420 - Survey Worker 20.30
01460 - Switchboard Operator/Receptionist 17.28
01531 - Travel Clerk I 16.50
01532 - Travel Clerk II 17.97
01533 - Travel Clerk III 18.95
01611 - Word Processor I 15.26
01612 - Word Processor II 17.13
01613 - Word Processor III 19.17
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.36
05010 - Automotive Electrician 22.82
05040 - Automotive Glass Installer 21.93
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 20.27
05130 - Motor Equipment Metal Mechanic 23.65
05160 - Motor Equipment Metal Worker 21.93
05190 - Motor Vehicle Mechanic 23.65
05220 - Motor Vehicle Mechanic Helper 19.44
05250 - Motor Vehicle Upholstery Worker 21.15
05280 - Motor Vehicle Wrecker 21.93
05310 - Painter Automotive 22.82
05340 - Radiator Repair Specialist 21.93
05370 - Tire Repairer 15.94
05400 - Transmission Repair Specialist 23.65
07000 - Food Preparation And Service Occupations
07010 - Baker 14.61
07041 - Cook I 19.51
07042 - Cook II 21.11
07070 - Dishwasher 11.72
07130 - Food Service Worker 13.37

07210 - Meat Cutter	20.95
07260 - Waiter/Waitress	11.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	16.39
11090 - Gardener	19.56
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	16.63
11240 - Maid or Houseman	12.68
11260 - Pruner	15.19
11270 - Tractor Operator	18.71
11330 - Trail Maintenance Worker	16.63
11360 - Window Cleaner	17.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	24.58
12012 - Certified Occupational Therapist Assistant	32.26
12015 - Certified Physical Therapist Assistant	34.19
12020 - Dental Assistant	21.27
12025 - Dental Hygienist	45.11
12030 - EKG Technician	36.96
12035 - Electroneurodiagnostic Technologist	36.96
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	22.04
12072 - Licensed Practical Nurse II	24.66
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	30.05
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	28.06
12195 - Medical Transcriptionist	20.42
12210 - Nuclear Medicine Technologist	43.15
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	23.57
12236 - Optical Technician	20.52
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	18.44
12305 - Radiologic Technologist	31.46
12311 - Registered Nurse I	25.81

12312 - Registered Nurse II		31.58
12313 - Registered Nurse II Specialist		31.58
12314 - Registered Nurse III		38.21
12315 - Registered Nurse III Anesthetist		38.21
12316 - Registered Nurse IV		45.33
12317 - Scheduler (Drug and Alcohol Testing)		30.44
12320 - Substance Abuse Treatment Counselor		24.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.33
13012 - Exhibits Specialist II		26.44
13013 - Exhibits Specialist III		32.32
13041 - Illustrator I		25.30
13042 - Illustrator II		31.34
13043 - Illustrator III		38.33
13047 - Librarian		34.71
13050 - Library Aide/Clerk		17.03
13054 - Library Information Technology Systems Administrator		31.34
13058 - Library Technician		25.03
13061 - Media Specialist I		22.61
13062 - Media Specialist II		25.30
13063 - Media Specialist III		28.21
13071 - Photographer I		16.52
13072 - Photographer II		19.01
13073 - Photographer III		23.53
13074 - Photographer IV		28.81
13075 - Photographer V		34.85
13090 - Technical Order Library Clerk		21.39
13110 - Video Teleconference Technician		23.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.31
14042 - Computer Operator II		20.49
14043 - Computer Operator III		22.85
14044 - Computer Operator IV		25.38
14045 - Computer Operator V		28.11
14071 - Computer Programmer I	(see 1)	27.32
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.31
14160 - Personal Computer Support Technician		25.38
14170 - System Support Specialist		39.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		45.21
15050 - Computer Based Training Specialist / Instructor		32.96

15060 - Educational Technologist 44.91
15070 - Flight Instructor (Pilot) 45.21
15080 - Graphic Artist 25.94
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.21
15086 - Maintenance Test Pilot Rotary Wing 45.21
15088 - Non-Maintenance Test/Co-Pilot 45.21
15090 - Technical Instructor 28.80
15095 - Technical Instructor/Course Developer 35.23
15110 - Test Proctor 23.25
15120 - Tutor 23.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.48
16220 - Tailor 15.48
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.64
19040 - Tool And Die Maker 30.60
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.16
21030 - Material Coordinator 23.71
21040 - Material Expediter 23.71
21050 - Material Handling Laborer 14.34
21071 - Order Filler 13.68
21080 - Production Line Worker (Food Processing) 20.16
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 15.39
21150 - Stock Clerk 19.96
21210 - Tools And Parts Attendant 20.16
21410 - Warehouse Specialist 20.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.52
23019 - Aircraft Logs and Records Technician 29.83
23021 - Aircraft Mechanic I 33.37
23022 - Aircraft Mechanic II 34.52
23023 - Aircraft Mechanic III 35.76
23040 - Aircraft Mechanic Helper 27.34
23050 - Aircraft Painter 32.18
23060 - Aircraft Servicer 29.83
23070 - Aircraft Survival Flight Equipment Technician 32.18
23080 - Aircraft Worker 30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 30.94

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.37
II
23110 - Appliance Mechanic 22.72
23120 - Bicycle Repairer 22.58
23125 - Cable Splicer 39.58
23130 - Carpenter Maintenance 26.86
23140 - Carpet Layer 28.27
23160 - Electrician Maintenance 28.09
23181 - Electronics Technician Maintenance I 29.69
23182 - Electronics Technician Maintenance II 30.68
23183 - Electronics Technician Maintenance III 31.55
23260 - Fabric Worker 27.26
23290 - Fire Alarm System Mechanic 27.10
23310 - Fire Extinguisher Repairer 26.13
23311 - Fuel Distribution System Mechanic 34.12
23312 - Fuel Distribution System Operator 30.86
23370 - General Maintenance Worker 22.18
23380 - Ground Support Equipment Mechanic 33.37
23381 - Ground Support Equipment Servicer 29.83
23382 - Ground Support Equipment Worker 30.94
23391 - Gunsmith I 26.13
23392 - Gunsmith II 28.27
23393 - Gunsmith III 30.49
23410 - Heating Ventilation And Air-Conditioning 29.94
Mechanic
23411 - Heating Ventilation And Air Contidioning 30.98
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.28
23440 - Heavy Equipment Operator 34.80
23460 - Instrument Mechanic 30.21
23465 - Laboratory/Shelter Mechanic 29.42
23470 - Laborer 14.34
23510 - Locksmith 28.80
23530 - Machinery Maintenance Mechanic 30.36
23550 - Machinist Maintenance 25.73
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 30.21
23592 - Metrology Technician II 31.26
23593 - Metrology Technician III 32.37
23640 - Millwright 30.08
23710 - Office Appliance Repairer 23.10
23760 - Painter Maintenance 23.07
23790 - Pipefitter Maintenance 34.79
23810 - Plumber Maintenance 33.57
23820 - Pneudraulic Systems Mechanic 30.49
23850 - Rigger 28.74
23870 - Scale Mechanic 28.27
23890 - Sheet-Metal Worker Maintenance 31.87
23910 - Small Engine Mechanic 23.89

23931 - Telecommunications Mechanic I 28.74
23932 - Telecommunications Mechanic II 29.67
23950 - Telephone Lineman 30.24
23960 - Welder Combination Maintenance 25.01
23965 - Well Driller 30.49
23970 - Woodcraft Worker 30.49
23980 - Woodworker 26.13
24000 - Personal Needs Occupations
24550 - Case Manager 20.04
24570 - Child Care Attendant 13.29
24580 - Child Care Center Clerk 16.58
24610 - Chore Aide 12.92
24620 - Family Readiness And Support Services Coordinator 20.04
24630 - Homemaker 22.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.52
25040 - Sewage Plant Operator 34.03
25070 - Stationary Engineer 30.52
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 34.03
27000 - Protective Service Occupations
27004 - Alarm Monitor 28.02
27007 - Baggage Inspector 15.98
27008 - Corrections Officer 31.15
27010 - Court Security Officer 31.15
27030 - Detection Dog Handler 20.07
27040 - Detention Officer 31.15
27070 - Firefighter 31.15
27101 - Guard I 15.98
27102 - Guard II 20.07
27131 - Police Officer I 32.43
27132 - Police Officer II 36.03
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.43
28042 - Carnival Equipment Repairer 15.09
28043 - Carnival Worker 11.71
28210 - Gate Attendant/Gate Tender 16.23
28310 - Lifeguard 11.82
28350 - Park Attendant (Aide) 18.15
28510 - Recreation Aide/Health Facility Attendant 13.24
28515 - Recreation Specialist 22.48
28630 - Sports Official 14.45
28690 - Swimming Pool Operator 16.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.93
29020 - Hatch Tender 31.93
29030 - Line Handler 31.93
29041 - Stevedore I 30.79
29042 - Stevedore II 33.23

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		22.10
30022 - Archeological Technician II		24.73
30023 - Archeological Technician III		30.63
30030 - Cartographic Technician		30.63
30040 - Civil Engineering Technician		33.15
30051 - Cryogenic Technician I		33.93
30052 - Cryogenic Technician II		37.47
30061 - Drafter/CAD Operator I		22.10
30062 - Drafter/CAD Operator II		24.73
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.93
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.76
30083 - Engineering Technician III		21.33
30084 - Engineering Technician IV		26.00
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.47
30090 - Environmental Technician		28.88
30095 - Evidence Control Specialist		30.63
30210 - Laboratory Technician		25.49
30221 - Latent Fingerprint Technician I		33.93
30222 - Latent Fingerprint Technician II		37.47
30240 - Mathematical Technician		30.63
30361 - Paralegal/Legal Assistant I		18.90
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.55
30364 - Paralegal/Legal Assistant IV		38.16
30375 - Petroleum Supply Specialist		37.47
30390 - Photo-Optics Technician		30.63
30395 - Radiation Control Technician		37.47
30461 - Technical Writer I		26.60
30462 - Technical Writer II		32.53
30463 - Technical Writer III		39.37
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		33.93
30502 - Weather Forecaster II		41.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer Senior	(see 2)	30.63

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		18.60

31030 - Bus Driver	22.82
31043 - Driver Courier	16.00
31260 - Parking and Lot Attendant	12.46
31290 - Shuttle Bus Driver	16.73
31310 - Taxi Driver	15.99
31361 - Truckdriver Light	16.73
31362 - Truckdriver Medium	17.73
31363 - Truckdriver Heavy	24.30
31364 - Truckdriver Tractor-Trailer	24.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.73
99050 - Desk Clerk	12.69
99095 - Embalmer	27.39
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.52
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	33.45
99310 - Mortician	27.39
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	19.28
99710 - Recycling Laborer	25.74
99711 - Recycling Specialist	28.91
99730 - Refuse Collector	23.49
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	36.91
99831 - Surveying Aide	23.16
99832 - Surveying Technician	34.44
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	23.74
99842 - Vending Machine Repairer Helper	20.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4125
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in MIDDLESEX COUNTY: Chester Clinton Deep River Durham Essex Killingworth Middlefield Old Saybrook Westbrook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.30
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.98
01020 - Administrative Assistant		33.85
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.69
01042 - Customer Service Representative II		17.64
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		18.87
01052 - Data Entry Operator II		20.59
01060 - Dispatcher Motor Vehicle		21.77
01070 - Document Preparation Clerk		19.09
01090 - Duplicating Machine Operator		19.09

01111 - General Clerk I	15.69
01112 - General Clerk II	17.12
01113 - General Clerk III	19.23
01120 - Housing Referral Assistant	22.95
01141 - Messenger Courier	20.28
01191 - Order Clerk I	16.17
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	20.71
01262 - Personnel Assistant (Employment) II	23.16
01263 - Personnel Assistant (Employment) III	25.82
01270 - Production Control Clerk	22.99
01290 - Rental Clerk	16.96
01300 - Scheduler Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.59
01313 - Secretary III	22.95
01320 - Service Order Dispatcher	19.45
01410 - Supply Technician	33.85
01420 - Survey Worker	19.18
01460 - Switchboard Operator/Receptionist	18.31
01531 - Travel Clerk I	19.38
01532 - Travel Clerk II	21.13
01533 - Travel Clerk III	22.99
01611 - Word Processor I	19.87
01612 - Word Processor II	22.32
01613 - Word Processor III	24.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.35
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.74
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	23.74
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.82
05340 - Radiator Repair Specialist	21.87
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	23.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.00
07041 - Cook I	18.86
07042 - Cook II	20.54
07070 - Dishwasher	12.08
07130 - Food Service Worker	14.84
07210 - Meat Cutter	22.21
07260 - Waiter/Waitress	11.92

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	16.34
11090 - Gardener	23.45
11122 - Housekeeping Aide	16.34
11150 - Janitor	16.34
11210 - Laborer Grounds Maintenance	19.73
11240 - Maid or Houseman	13.37
11260 - Pruner	17.80
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	19.73
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	25.02
12012 - Certified Occupational Therapist Assistant	32.99
12015 - Certified Physical Therapist Assistant	30.92
12020 - Dental Assistant	22.20
12025 - Dental Hygienist	47.19
12030 - EKG Technician	38.05
12035 - Electroneurodiagnostic Technologist	38.05
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	22.44
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	29.87
12160 - Medical Record Clerk	21.97
12190 - Medical Record Technician	24.94
12195 - Medical Transcriptionist	22.87
12210 - Nuclear Medicine Technologist	53.93
12221 - Nursing Assistant I	14.11
12222 - Nursing Assistant II	15.85
12223 - Nursing Assistant III	17.30
12224 - Nursing Assistant IV	19.43
12235 - Optical Dispenser	28.81
12236 - Optical Technician	24.02
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	19.91
12305 - Radiologic Technologist	38.29
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II Specialist	34.14

12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.99
12320 - Substance Abuse Treatment Counselor		25.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.21
13012 - Exhibits Specialist II		28.76
13013 - Exhibits Specialist III		35.18
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		31.85
13050 - Library Aide/Clerk		15.24
13054 - Library Information Technology Systems Administrator		28.76
13058 - Library Technician		27.26
13061 - Media Specialist I		20.76
13062 - Media Specialist II		23.21
13063 - Media Specialist III		25.88
13071 - Photographer I		20.67
13072 - Photographer II		23.84
13073 - Photographer III		29.53
13074 - Photographer IV		36.12
13075 - Photographer V		43.71
13090 - Technical Order Library Clerk		19.14
13110 - Video Teleconference Technician		27.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.64
14042 - Computer Operator II		21.98
14043 - Computer Operator III		24.50
14044 - Computer Operator IV		27.21
14045 - Computer Operator V		30.14
14071 - Computer Programmer I	(see 1)	24.59
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.64
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		43.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.76
15020 - Aircrew Training Devices Instructor (Rated)		39.63
15030 - Air Crew Training Devices Instructor (Pilot)		47.51
15050 - Computer Based Training Specialist / Instructor		32.76
15060 - Educational Technologist		52.73
15070 - Flight Instructor (Pilot)		47.51

15080 - Graphic Artist 27.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.51
15086 - Maintenance Test Pilot Rotary Wing 47.51
15088 - Non-Maintenance Test/Co-Pilot 47.51
15090 - Technical Instructor 26.47
15095 - Technical Instructor/Course Developer 32.37
15110 - Test Proctor 21.36
15120 - Tutor 21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.99
19040 - Tool And Die Maker 34.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.99
21040 - Material Expediter 22.99
21050 - Material Handling Laborer 15.84
21071 - Order Filler 14.35
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 17.86
21130 - Shipping/Receiving Clerk 17.86
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 24.73
23021 - Aircraft Mechanic I 27.95
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.09
23040 - Aircraft Mechanic Helper 22.54
23050 - Aircraft Painter 26.87
23060 - Aircraft Servicer 24.73
23070 - Aircraft Survival Flight Equipment Technician 26.87
23080 - Aircraft Worker 25.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.95

II
23110 - Appliance Mechanic 30.67
23120 - Bicycle Repairer 26.99
23125 - Cable Splicer 50.86
23130 - Carpenter Maintenance 28.35
23140 - Carpet Layer 29.39
23160 - Electrician Maintenance 32.36
23181 - Electronics Technician Maintenance I 32.44
23182 - Electronics Technician Maintenance II 33.85
23183 - Electronics Technician Maintenance III 35.22
23260 - Fabric Worker 28.25
23290 - Fire Alarm System Mechanic 30.13
23310 - Fire Extinguisher Repairer 26.99
23311 - Fuel Distribution System Mechanic 40.40
23312 - Fuel Distribution System Operator 34.19
23370 - General Maintenance Worker 24.54
23380 - Ground Support Equipment Mechanic 27.95
23381 - Ground Support Equipment Servicer 24.73
23382 - Ground Support Equipment Worker 25.74
23391 - Gunsmith I 26.99
23392 - Gunsmith II 29.39
23393 - Gunsmith III 31.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.09
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.17
23430 - Heavy Equipment Mechanic 28.48
23440 - Heavy Equipment Operator 34.14
23460 - Instrument Mechanic 31.91
23465 - Laboratory/Shelter Mechanic 30.67
23470 - Laborer 15.24
23510 - Locksmith 31.57
23530 - Machinery Maintenance Mechanic 30.15
23550 - Machinist Maintenance 23.44
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 31.91
23592 - Metrology Technician II 33.02
23593 - Metrology Technician III 34.35
23640 - Millwright 31.91
23710 - Office Appliance Repairer 23.14
23760 - Painter Maintenance 22.09
23790 - Pipefitter Maintenance 39.87
23810 - Plumber Maintenance 38.32
23820 - Pneudraulic Systems Mechanic 31.91
23850 - Rigger 31.91
23870 - Scale Mechanic 29.39
23890 - Sheet-Metal Worker Maintenance 30.24
23910 - Small Engine Mechanic 30.13
23931 - Telecommunications Mechanic I 32.51
23932 - Telecommunications Mechanic II 33.64

23950 - Telephone Lineman	31.91
23960 - Welder Combination Maintenance	23.39
23965 - Well Driller	31.91
23970 - Woodcraft Worker	31.91
23980 - Woodworker	26.99
24000 - Personal Needs Occupations	
24550 - Case Manager	19.38
24570 - Child Care Attendant	13.78
24580 - Child Care Center Clerk	17.44
24610 - Chore Aide	13.76
24620 - Family Readiness And Support Services Coordinator	19.38
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.40
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	32.40
25190 - Ventilation Equipment Tender	27.59
25210 - Water Treatment Plant Operator	32.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.35
27007 - Baggage Inspector	15.77
27008 - Corrections Officer	36.85
27010 - Court Security Officer	36.85
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	36.85
27070 - Firefighter	36.85
27101 - Guard I	15.77
27102 - Guard II	19.88
27131 - Police Officer I	33.15
27132 - Police Officer II	36.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.28
28042 - Carnival Equipment Repairer	18.13
28043 - Carnival Worker	13.75
28210 - Gate Attendant/Gate Tender	18.91
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	21.15
28510 - Recreation Aide/Health Facility Attendant	15.43
28515 - Recreation Specialist	26.20
28630 - Sports Official	16.84
28690 - Swimming Pool Operator	19.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	28.25
29042 - Stevedore II	30.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.35
30021 - Archeological Technician I 18.82
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 27.35
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 31.90
30061 - Drafter/CAD Operator I 18.82
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.47
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 18.55
30082 - Engineering Technician II 20.80
30083 - Engineering Technician III 23.36
30084 - Engineering Technician IV 28.53
30085 - Engineering Technician V 34.90
30086 - Engineering Technician VI 42.23
30090 - Environmental Technician 26.08
30095 - Evidence Control Specialist 26.08
30210 - Laboratory Technician 22.03
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.90
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 22.97
30362 - Paralegal/Legal Assistant II 28.46
30363 - Paralegal/Legal Assistant III 34.81
30364 - Paralegal/Legal Assistant IV 42.13
30375 - Petroleum Supply Specialist 31.90
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 31.90
30461 - Technical Writer I 27.77
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.09
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.13
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.47
30621 - Weather Observer Senior (see 2) 26.08
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.79
31020 - Bus Aide 19.82
31030 - Bus Driver 24.66
31043 - Driver Courier 16.21

31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.01
31310 - Taxi Driver	17.07
31361 - Truckdriver Light	17.01
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.77
31364 - Truckdriver Tractor-Trailer	23.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.14
99050 - Desk Clerk	16.23
99095 - Embalmer	36.14
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	21.25
99252 - Laboratory Animal Caretaker II	22.35
99260 - Marketing Analyst	29.95
99310 - Mortician	36.14
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.02
99730 - Refuse Collector	21.51
99810 - Sales Clerk	13.95
99820 - School Crossing Guard	19.38
99830 - Survey Party Chief	37.70
99831 - Surveying Aide	23.60
99832 - Surveying Technician	28.53
99840 - Vending Machine Attendant	21.57
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer Helper	21.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4126
Revision No.: 15
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in MIDDLESEX COUNTY: Chester Clinton Deep River Durham Essex Killingworth Middlefield Old Saybrook Westbrook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.10
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		32.97
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		15.69
01042 - Customer Service Representative II		17.64
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		17.75
01052 - Data Entry Operator II		19.38

01060 - Dispatcher Motor Vehicle 21.77
01070 - Document Preparation Clerk 18.82
01090 - Duplicating Machine Operator 18.82
01111 - General Clerk I 15.66
01112 - General Clerk II 17.08
01113 - General Clerk III 19.18
01120 - Housing Referral Assistant 22.34
01141 - Messenger Courier 18.44
01191 - Order Clerk I 15.77
01192 - Order Clerk II 18.40
01261 - Personnel Assistant (Employment) I 20.71
01262 - Personnel Assistant (Employment) II 23.16
01263 - Personnel Assistant (Employment) III 25.82
01270 - Production Control Clerk 22.99
01290 - Rental Clerk 16.96
01300 - Scheduler Maintenance 17.75
01311 - Secretary I 17.75
01312 - Secretary II 19.86
01313 - Secretary III 22.21
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 32.97
01420 - Survey Worker 17.44
01460 - Switchboard Operator/Receptionist 17.50
01531 - Travel Clerk I 17.62
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.90
01611 - Word Processor I 18.81
01612 - Word Processor II 21.12
01613 - Word Processor III 23.62
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.35
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 23.14
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 22.24
05340 - Radiator Repair Specialist 21.31
05370 - Tire Repairer 17.53
05400 - Transmission Repair Specialist 23.14
07000 - Food Preparation And Service Occupations
07010 - Baker 15.00
07041 - Cook I 18.84
07042 - Cook II 20.51
07070 - Dishwasher 11.75

07130 - Food Service Worker	13.53
07210 - Meat Cutter	21.41
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	26.25
09090 - Furniture Refinisher Helper	21.99
09110 - Furniture Repairer Minor	24.18
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	16.03
11090 - Gardener	22.60
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	19.00
11240 - Maid or Houseman	13.37
11260 - Pruner	17.14
11270 - Tractor Operator	21.53
11330 - Trail Maintenance Worker	19.00
11360 - Window Cleaner	17.77
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	24.54
12012 - Certified Occupational Therapist Assistant	31.36
12015 - Certified Physical Therapist Assistant	30.21
12020 - Dental Assistant	21.84
12025 - Dental Hygienist	47.19
12030 - EKG Technician	38.05
12035 - Electroneurodiagnostic Technologist	38.05
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	22.44
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	18.07
12130 - Medical Laboratory Technician	27.15
12160 - Medical Record Clerk	19.97
12190 - Medical Record Technician	24.56
12195 - Medical Transcriptionist	22.54
12210 - Nuclear Medicine Technologist	53.93
12221 - Nursing Assistant I	13.32
12222 - Nursing Assistant II	14.98
12223 - Nursing Assistant III	16.35
12224 - Nursing Assistant IV	18.36
12235 - Optical Dispenser	28.81
12236 - Optical Technician	24.02
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	19.48
12305 - Radiologic Technologist	36.28

12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.41
12320 - Substance Abuse Treatment Counselor		24.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.72
13050 - Library Aide/Clerk		15.20
13054 - Library Information Technology Systems Administrator		27.74
13058 - Library Technician		25.06
13061 - Media Specialist I		20.01
13062 - Media Specialist II		22.40
13063 - Media Specialist III		24.97
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		25.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.27
14044 - Computer Operator IV		24.74
14045 - Computer Operator V		27.40
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.85
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		43.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.76
15020 - Aircrew Training Devices Instructor (Rated)		39.63
15030 - Air Crew Training Devices Instructor (Pilot)		47.51

15050 - Computer Based Training Specialist / Instructor	32.76
15060 - Educational Technologist	52.73
15070 - Flight Instructor (Pilot)	47.51
15080 - Graphic Artist	26.47
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.51
15086 - Maintenance Test Pilot Rotary Wing	47.51
15088 - Non-Maintenance Test/Co-Pilot	47.51
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course Developer	32.37
15110 - Test Proctor	21.36
15120 - Tutor	21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.48
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.66
19040 - Tool And Die Maker	33.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.99
21040 - Material Expediter	22.99
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	15.03
21150 - Stock Clerk	20.12
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.92
23019 - Aircraft Logs and Records Technician	24.73
23021 - Aircraft Mechanic I	27.95
23022 - Aircraft Mechanic II	28.92
23023 - Aircraft Mechanic III	30.09
23040 - Aircraft Mechanic Helper	22.54
23050 - Aircraft Painter	26.87
23060 - Aircraft Servicer	24.73
23070 - Aircraft Survival Flight Equipment Technician	26.87
23080 - Aircraft Worker	25.74

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.95
23110 - Appliance Mechanic 30.11
23120 - Bicycle Repairer 26.50
23125 - Cable Splicer 48.20
23130 - Carpenter Maintenance 27.02
23140 - Carpet Layer 28.85
23160 - Electrician Maintenance 29.42
23181 - Electronics Technician Maintenance I 31.39
23182 - Electronics Technician Maintenance II 32.77
23183 - Electronics Technician Maintenance III 34.09
23260 - Fabric Worker 27.72
23290 - Fire Alarm System Mechanic 28.72
23310 - Fire Extinguisher Repairer 26.50
23311 - Fuel Distribution System Mechanic 40.40
23312 - Fuel Distribution System Operator 34.19
23370 - General Maintenance Worker 23.93
23380 - Ground Support Equipment Mechanic 27.95
23381 - Ground Support Equipment Servicer 24.73
23382 - Ground Support Equipment Worker 25.74
23391 - Gunsmith I 26.50
23392 - Gunsmith II 28.85
23393 - Gunsmith III 31.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.09
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.17
23430 - Heavy Equipment Mechanic 28.48
23440 - Heavy Equipment Operator 33.65
23460 - Instrument Mechanic 31.32
23465 - Laboratory/Shelter Mechanic 30.11
23470 - Laborer 15.24
23510 - Locksmith 31.57
23530 - Machinery Maintenance Mechanic 28.65
23550 - Machinist Maintenance 22.84
23580 - Maintenance Trades Helper 19.38
23591 - Metrology Technician I 31.32
23592 - Metrology Technician II 32.41
23593 - Metrology Technician III 33.72
23640 - Millwright 31.32
23710 - Office Appliance Repairer 23.14
23760 - Painter Maintenance 22.09
23790 - Pipefitter Maintenance 37.46
23810 - Plumber Maintenance 36.00
23820 - Pneudraulic Systems Mechanic 31.32
23850 - Rigger 31.32
23870 - Scale Mechanic 28.85
23890 - Sheet-Metal Worker Maintenance 30.24

23910 - Small Engine Mechanic 27.39
23931 - Telecommunications Mechanic I 30.55
23932 - Telecommunications Mechanic II 31.62
23950 - Telephone Lineman 31.32
23960 - Welder Combination Maintenance 23.36
23965 - Well Driller 31.32
23970 - Woodcraft Worker 31.32
23980 - Woodworker 26.50
24000 - Personal Needs Occupations
24550 - Case Manager 19.38
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 17.44
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 19.38
24630 - Homemaker 22.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.40
25040 - Sewage Plant Operator 31.53
25070 - Stationary Engineer 32.40
25190 - Ventilation Equipment Tender 26.13
25210 - Water Treatment Plant Operator 31.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.35
27007 - Baggage Inspector 14.90
27008 - Corrections Officer 35.61
27010 - Court Security Officer 35.61
27030 - Detection Dog Handler 19.88
27040 - Detention Officer 35.61
27070 - Firefighter 35.61
27101 - Guard I 14.90
27102 - Guard II 19.88
27131 - Police Officer I 32.10
27132 - Police Officer II 35.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.71
28042 - Carnival Equipment Repairer 16.48
28043 - Carnival Worker 12.50
28210 - Gate Attendant/Gate Tender 17.75
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 19.85
28510 - Recreation Aide/Health Facility Attendant 14.49
28515 - Recreation Specialist 24.60
28630 - Sports Official 15.80
28690 - Swimming Pool Operator 17.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.85
29020 - Hatch Tender 28.85
29030 - Line Handler 28.85
29041 - Stevedore I 27.72

29042 - Stevedore II		30.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.00
30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.91
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		25.94
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.39
30090 - Environmental Technician		26.08
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		22.03
30221 - Latent Fingerprint Technician I		28.88
30222 - Latent Fingerprint Technician II		31.90
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.33
30363 - Paralegal/Legal Assistant III		34.65
30364 - Paralegal/Legal Assistant IV		41.92
30375 - Petroleum Supply Specialist		31.90
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		31.90
30461 - Technical Writer I		27.77
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.09
30491 - Unexploded Ordnance (UXO) Technician I		29.29
30492 - Unexploded Ordnance (UXO) Technician II		35.44
30493 - Unexploded Ordnance (UXO) Technician III		42.48
30494 - Unexploded (UXO) Safety Escort		29.29
30495 - Unexploded (UXO) Sweep Personnel		29.29
30501 - Weather Forecaster I		28.88
30502 - Weather Forecaster II		35.13
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.47
30621 - Weather Observer Senior	(see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.44

31020 - Bus Aide	18.02
31030 - Bus Driver	22.42
31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	11.91
31290 - Shuttle Bus Driver	16.64
31310 - Taxi Driver	17.07
31361 - Truckdriver Light	16.64
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.33
31364 - Truckdriver Tractor-Trailer	23.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.63
99050 - Desk Clerk	14.75
99095 - Embalmer	36.14
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	21.25
99252 - Laboratory Animal Caretaker II	22.35
99260 - Marketing Analyst	28.54
99310 - Mortician	36.14
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	23.35
99711 - Recycling Specialist	26.07
99730 - Refuse Collector	21.05
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	17.62
99830 - Survey Party Chief	36.02
99831 - Surveying Aide	22.55
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4127
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany Branford Cheshire East Haven Guilford Hamden Madison Meriden New Haven North Branford North Haven Orange Wallingford West Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.30
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.98
01020 - Administrative Assistant		33.85
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		15.69
01042 - Customer Service Representative II		17.64
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		18.87
01052 - Data Entry Operator II		20.59
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		19.09

01090 - Duplicating Machine Operator 19.09
01111 - General Clerk I 15.69
01112 - General Clerk II 17.49
01113 - General Clerk III 19.23
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 20.28
01191 - Order Clerk I 17.52
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 20.71
01262 - Personnel Assistant (Employment) II 23.16
01263 - Personnel Assistant (Employment) III 25.82
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 33.85
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 18.31
01531 - Travel Clerk I 16.50
01532 - Travel Clerk II 17.97
01533 - Travel Clerk III 18.95
01611 - Word Processor I 19.87
01612 - Word Processor II 22.32
01613 - Word Processor III 24.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.10
05010 - Automotive Electrician 29.52
05040 - Automotive Glass Installer 28.55
05070 - Automotive Worker 28.55
05110 - Mobile Equipment Servicer 26.80
05130 - Motor Equipment Metal Mechanic 30.34
05160 - Motor Equipment Metal Worker 28.55
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 25.82
05250 - Motor Vehicle Upholstery Worker 27.72
05280 - Motor Vehicle Wrecker 28.55
05310 - Painter Automotive 28.79
05340 - Radiator Repair Specialist 26.95
05370 - Tire Repairer 19.28
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 16.75
07041 - Cook I 18.86
07042 - Cook II 20.54
07070 - Dishwasher 12.08
07130 - Food Service Worker 14.84
07210 - Meat Cutter 22.21

07260 - Waiter/Waitress	11.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.15
11060 - Elevator Operator	16.34
11090 - Gardener	23.45
11122 - Housekeeping Aide	16.34
11150 - Janitor	16.34
11210 - Laborer Grounds Maintenance	19.73
11240 - Maid or Houseman	13.68
11260 - Pruner	17.80
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	19.73
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	24.54
12011 - Breath Alcohol Technician	25.02
12012 - Certified Occupational Therapist Assistant	32.99
12015 - Certified Physical Therapist Assistant	30.92
12020 - Dental Assistant	22.20
12025 - Dental Hygienist	47.19
12030 - EKG Technician	37.92
12035 - Electroneurodiagnostic Technologist	37.92
12040 - Emergency Medical Technician	24.54
12071 - Licensed Practical Nurse I	22.38
12072 - Licensed Practical Nurse II	25.02
12073 - Licensed Practical Nurse III	27.89
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	27.46
12160 - Medical Record Clerk	22.30
12190 - Medical Record Technician	26.71
12195 - Medical Transcriptionist	22.87
12210 - Nuclear Medicine Technologist	49.64
12221 - Nursing Assistant I	14.11
12222 - Nursing Assistant II	15.85
12223 - Nursing Assistant III	17.30
12224 - Nursing Assistant IV	19.43
12235 - Optical Dispenser	28.66
12236 - Optical Technician	23.14
12250 - Pharmacy Technician	17.57
12280 - Phlebotomist	19.91
12305 - Radiologic Technologist	38.29
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		30.99
12320 - Substance Abuse Treatment Counselor		25.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		27.26
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		20.66
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		19.14
13110 - Video Teleconference Technician		27.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.89
14042 - Computer Operator II		25.62
14043 - Computer Operator III		28.57
14044 - Computer Operator IV		31.75
14045 - Computer Operator V		35.13
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.89
14160 - Personal Computer Support Technician		31.75
14170 - System Support Specialist		42.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		52.02

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.90
15086 - Maintenance Test Pilot Rotary Wing 45.90
15088 - Non-Maintenance Test/Co-Pilot 45.90
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 32.55
15110 - Test Proctor 21.49
15120 - Tutor 21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.99
19040 - Tool And Die Maker 34.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.26
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 16.25
21071 - Order Filler 14.53
21080 - Production Line Worker (Food Processing) 18.26
21110 - Shipping Packer 17.86
21130 - Shipping/Receiving Clerk 17.86
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 18.26
21410 - Warehouse Specialist 18.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.92
23019 - Aircraft Logs and Records Technician 25.77
23021 - Aircraft Mechanic I 27.95
23022 - Aircraft Mechanic II 28.92
23023 - Aircraft Mechanic III 30.09
23040 - Aircraft Mechanic Helper 24.00
23050 - Aircraft Painter 26.87
23060 - Aircraft Servicer 25.77
23070 - Aircraft Survival Flight Equipment Technician 26.87
23080 - Aircraft Worker 26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.95
23110 - Appliance Mechanic	30.67
23120 - Bicycle Repairer	26.99
23125 - Cable Splicer	50.86
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	29.39
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	32.44
23182 - Electronics Technician Maintenance II	33.85
23183 - Electronics Technician Maintenance III	35.22
23260 - Fabric Worker	28.25
23290 - Fire Alarm System Mechanic	30.13
23310 - Fire Extinguisher Repairer	26.99
23311 - Fuel Distribution System Mechanic	38.34
23312 - Fuel Distribution System Operator	32.68
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.95
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	26.99
23392 - Gunsmith II	29.39
23393 - Gunsmith III	31.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.54
23430 - Heavy Equipment Mechanic	27.66
23440 - Heavy Equipment Operator	34.14
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	30.67
23470 - Laborer	14.91
23510 - Locksmith	31.57
23530 - Machinery Maintenance Mechanic	30.15
23550 - Machinist Maintenance	23.44
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.02
23593 - Metrology Technician III	34.35
23640 - Millwright	31.91
23710 - Office Appliance Repairer	23.14
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	39.87
23810 - Plumber Maintenance	38.32
23820 - Pneudraulic Systems Mechanic	31.91
23850 - Rigger	31.91
23870 - Scale Mechanic	29.39
23890 - Sheet-Metal Worker Maintenance	29.16
23910 - Small Engine Mechanic	26.00
23931 - Telecommunications Mechanic I	32.51

23932 - Telecommunications Mechanic II 33.64
23950 - Telephone Lineman 31.91
23960 - Welder Combination Maintenance 23.39
23965 - Well Driller 31.91
23970 - Woodcraft Worker 31.91
23980 - Woodworker 26.99
24000 - Personal Needs Occupations
24550 - Case Manager 18.98
24570 - Child Care Attendant 13.78
24580 - Child Care Center Clerk 18.20
24610 - Chore Aide 13.76
24620 - Family Readiness And Support Services Coordinator 18.98
24630 - Homemaker 24.30
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.93
25040 - Sewage Plant Operator 32.89
25070 - Stationary Engineer 31.93
25190 - Ventilation Equipment Tender 27.59
25210 - Water Treatment Plant Operator 32.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.35
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 36.85
27010 - Court Security Officer 36.85
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 36.85
27070 - Firefighter 36.85
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 33.15
27132 - Police Officer II 36.85
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.28
28042 - Carnival Equipment Repairer 18.13
28043 - Carnival Worker 13.75
28210 - Gate Attendant/Gate Tender 18.91
28310 - Lifeguard 13.93
28350 - Park Attendant (Aide) 21.15
28510 - Recreation Aide/Health Facility Attendant 18.98
28515 - Recreation Specialist 26.20
28630 - Sports Official 16.84
28690 - Swimming Pool Operator 19.73
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.39
29020 - Hatch Tender 29.39
29030 - Line Handler 29.39
29041 - Stevedore I 28.25
29042 - Stevedore II 30.67
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.35
30021 - Archeological Technician I 20.29
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 27.21
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 31.90
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 26.08
30095 - Evidence Control Specialist 26.08
30210 - Laboratory Technician 22.20
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.90
30240 - Mathematical Technician 27.27
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 31.90
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 31.90
30461 - Technical Writer I 27.77
30462 - Technical Writer II 33.96
30463 - Technical Writer III 41.09
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.12
30620 - Weather Observer Combined Upper Air Or (see 2) 24.89
Surface Programs
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.79
31020 - Bus Aide 19.82
31030 - Bus Driver 24.66

31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	17.07
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.14
99050 - Desk Clerk	15.13
99095 - Embalmer	39.60
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	21.64
99252 - Laboratory Animal Caretaker II	22.43
99260 - Marketing Analyst	29.95
99310 - Mortician	39.60
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.85
99711 - Recycling Specialist	27.02
99730 - Refuse Collector	21.51
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	20.13
99830 - Survey Party Chief	31.43
99831 - Surveying Aide	21.59
99832 - Surveying Technician	28.53
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	21.97

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4128
Revision No.: 15
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany Branford Cheshire East Haven Guilford Hamden Madison Meriden New Haven North Branford North Haven Orange Wallingford West Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.10
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		32.97
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.69
01042 - Customer Service Representative II		17.64
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		17.75

01052 - Data Entry Operator II	19.38
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	18.82
01090 - Duplicating Machine Operator	18.82
01111 - General Clerk I	15.66
01112 - General Clerk II	17.49
01113 - General Clerk III	19.18
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	18.44
01191 - Order Clerk I	17.52
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	20.71
01262 - Personnel Assistant (Employment) II	23.16
01263 - Personnel Assistant (Employment) III	25.82
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	32.97
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	17.50
01531 - Travel Clerk I	15.00
01532 - Travel Clerk II	16.34
01533 - Travel Clerk III	17.23
01611 - Word Processor I	18.81
01612 - Word Processor II	21.12
01613 - Word Processor III	23.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.10
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	17.53
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	18.84
07042 - Cook II	20.51

07070 - Dishwasher 11.75
07130 - Food Service Worker 13.81
07210 - Meat Cutter 21.41
07260 - Waiter/Waitress 11.08
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.22
09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 22.22
09090 - Furniture Refinisher Helper 19.44
09110 - Furniture Repairer Minor 20.87
09130 - Upholsterer 23.33
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.06
11060 - Elevator Operator 16.03
11090 - Gardener 22.60
11122 - Housekeeping Aide 16.03
11150 - Janitor 16.03
11210 - Laborer Grounds Maintenance 19.00
11240 - Maid or Houseman 13.68
11260 - Pruner 17.14
11270 - Tractor Operator 21.53
11330 - Trail Maintenance Worker 19.00
11360 - Window Cleaner 17.77
12000 - Health Occupations
12010 - Ambulance Driver 24.54
12011 - Breath Alcohol Technician 24.54
12012 - Certified Occupational Therapist Assistant 31.36
12015 - Certified Physical Therapist Assistant 29.70
12020 - Dental Assistant 21.41
12025 - Dental Hygienist 47.19
12030 - EKG Technician 37.19
12035 - Electroneurodiagnostic Technologist 37.19
12040 - Emergency Medical Technician 24.54
12071 - Licensed Practical Nurse I 21.94
12072 - Licensed Practical Nurse II 24.54
12073 - Licensed Practical Nurse III 27.36
12100 - Medical Assistant 18.07
12130 - Medical Laboratory Technician 24.96
12160 - Medical Record Clerk 20.34
12190 - Medical Record Technician 26.71
12195 - Medical Transcriptionist 22.54
12210 - Nuclear Medicine Technologist 49.64
12221 - Nursing Assistant I 13.32
12222 - Nursing Assistant II 14.98
12223 - Nursing Assistant III 16.35
12224 - Nursing Assistant IV 18.36
12235 - Optical Dispenser 28.66
12236 - Optical Technician 23.14
12250 - Pharmacy Technician 17.57
12280 - Phlebotomist 19.48

12305 - Radiologic Technologist		35.91
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		30.41
12320 - Substance Abuse Treatment Counselor		24.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		19.09
13110 - Video Teleconference Technician		25.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
14170 - System Support Specialist		42.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75

15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	48.28
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.92
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.90
15086 - Maintenance Test Pilot Rotary Wing	45.90
15088 - Non-Maintenance Test/Co-Pilot	45.90
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.55
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.48
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.66
19040 - Tool And Die Maker	33.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.26
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	18.26
21110 - Shipping Packer	17.26
21130 - Shipping/Receiving Clerk	17.26
21140 - Store Worker I	15.03
21150 - Stock Clerk	20.12
21210 - Tools And Parts Attendant	18.26
21410 - Warehouse Specialist	18.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.92
23019 - Aircraft Logs and Records Technician	25.77
23021 - Aircraft Mechanic I	27.95
23022 - Aircraft Mechanic II	28.92
23023 - Aircraft Mechanic III	30.09
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft Painter	26.87
23060 - Aircraft Servicer	25.77
23070 - Aircraft Survival Flight Equipment Technician	26.87

23080 - Aircraft Worker 26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.95
23110 - Appliance Mechanic 30.11
23120 - Bicycle Repairer 26.24
23125 - Cable Splicer 47.41
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 28.85
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 31.39
23182 - Electronics Technician Maintenance II 32.77
23183 - Electronics Technician Maintenance III 34.09
23260 - Fabric Worker 27.72
23290 - Fire Alarm System Mechanic 28.72
23310 - Fire Extinguisher Repairer 26.50
23311 - Fuel Distribution System Mechanic 34.85
23312 - Fuel Distribution System Operator 31.08
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 27.95
23381 - Ground Support Equipment Servicer 25.77
23382 - Ground Support Equipment Worker 26.54
23391 - Gunsmith I 26.50
23392 - Gunsmith II 28.85
23393 - Gunsmith III 31.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.54
23430 - Heavy Equipment Mechanic 27.66
23440 - Heavy Equipment Operator 33.65
23460 - Instrument Mechanic 31.32
23465 - Laboratory/Shelter Mechanic 30.11
23470 - Laborer 14.68
23510 - Locksmith 31.57
23530 - Machinery Maintenance Mechanic 28.65
23550 - Machinist Maintenance 22.66
23580 - Maintenance Trades Helper 17.62
23591 - Metrology Technician I 31.32
23592 - Metrology Technician II 32.41
23593 - Metrology Technician III 33.72
23640 - Millwright 31.32
23710 - Office Appliance Repairer 23.14
23760 - Painter Maintenance 25.03
23790 - Pipefitter Maintenance 38.30
23810 - Plumber Maintenance 36.81
23820 - Pneudraulic Systems Mechanic 31.32
23850 - Rigger 31.32
23870 - Scale Mechanic 28.85

23890 - Sheet-Metal Worker Maintenance 29.16
23910 - Small Engine Mechanic 23.64
23931 - Telecommunications Mechanic I 30.55
23932 - Telecommunications Mechanic II 31.62
23950 - Telephone Lineman 31.35
23960 - Welder Combination Maintenance 23.36
23965 - Well Driller 31.32
23970 - Woodcraft Worker 31.32
23980 - Woodworker 26.50
24000 - Personal Needs Occupations
24550 - Case Manager 18.50
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 18.20
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 18.50
24630 - Homemaker 24.30
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.93
25040 - Sewage Plant Operator 30.11
25070 - Stationary Engineer 31.93
25190 - Ventilation Equipment Tender 26.45
25210 - Water Treatment Plant Operator 31.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.35
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 35.61
27010 - Court Security Officer 35.61
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 35.61
27070 - Firefighter 35.61
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.71
28042 - Carnival Equipment Repairer 16.48
28043 - Carnival Worker 12.50
28210 - Gate Attendant/Gate Tender 17.75
28310 - Lifeguard 13.93
28350 - Park Attendant (Aide) 19.85
28510 - Recreation Aide/Health Facility Attendant 18.98
28515 - Recreation Specialist 24.60
28630 - Sports Official 15.80
28690 - Swimming Pool Operator 17.94
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.85
29020 - Hatch Tender 28.85
29030 - Line Handler 28.85

29041 - Stevedore I		27.72
29042 - Stevedore II		30.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.00
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		27.21
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.34
30090 - Environmental Technician		26.08
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		22.20
30221 - Latent Fingerprint Technician I		28.88
30222 - Latent Fingerprint Technician II		31.90
30240 - Mathematical Technician		27.27
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		31.90
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		31.90
30461 - Technical Writer I		27.77
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.09
30491 - Unexploded Ordnance (UXO) Technician I		29.29
30492 - Unexploded Ordnance (UXO) Technician II		35.44
30493 - Unexploded Ordnance (UXO) Technician III		42.48
30494 - Unexploded (UXO) Safety Escort		29.29
30495 - Unexploded (UXO) Sweep Personnel		29.29
30501 - Weather Forecaster I		28.88
30502 - Weather Forecaster II		35.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	35.44
31020 - Bus Aide	18.02
31030 - Bus Driver	22.42
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	11.91
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	17.07
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.63
99050 - Desk Clerk	13.75
99095 - Embalmer	39.60
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	21.64
99252 - Laboratory Animal Caretaker II	22.43
99260 - Marketing Analyst	28.54
99310 - Mortician	39.60
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	23.00
99711 - Recycling Specialist	26.07
99730 - Refuse Collector	20.75
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	18.30
99830 - Survey Party Chief	30.03
99831 - Surveying Aide	20.63
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	21.26
99841 - Vending Machine Repairer	24.29
99842 - Vending Machine Repairer Helper	21.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4129
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bethlehem Watertown Woodbury

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.93
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		33.74
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		23.80
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		15.33

01112 - General Clerk II	16.72
01113 - General Clerk III	18.77
01120 - Housing Referral Assistant	22.83
01141 - Messenger Courier	14.44
01191 - Order Clerk I	15.64
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.74
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	17.33
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.31
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.89
05010 - Automotive Electrician	24.73
05040 - Automotive Glass Installer	23.70
05070 - Automotive Worker	23.70
05110 - Mobile Equipment Servicer	21.79
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	23.70
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	20.71
05250 - Motor Vehicle Upholstery Worker	22.79
05280 - Motor Vehicle Wrecker	23.70
05310 - Painter Automotive	24.73
05340 - Radiator Repair Specialist	23.70
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.73
07041 - Cook I	18.92
07042 - Cook II	20.58
07070 - Dishwasher	12.26
07130 - Food Service Worker	12.78
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.88
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 24.44
09040 - Furniture Handler 18.64
09080 - Furniture Refinisher 25.32
09090 - Furniture Refinisher Helper 21.21
09110 - Furniture Repairer Minor 23.34
09130 - Upholsterer 24.44
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.84
11060 - Elevator Operator 16.74
11090 - Gardener 21.05
11122 - Housekeeping Aide 17.18
11150 - Janitor 17.18
11210 - Laborer Grounds Maintenance 17.59
11240 - Maid or Houseman 13.29
11260 - Pruner 15.85
11270 - Tractor Operator 20.02
11330 - Trail Maintenance Worker 17.59
11360 - Window Cleaner 19.06
12000 - Health Occupations
12010 - Ambulance Driver 24.95
12011 - Breath Alcohol Technician 24.95
12012 - Certified Occupational Therapist Assistant 34.23
12015 - Certified Physical Therapist Assistant 34.27
12020 - Dental Assistant 22.51
12025 - Dental Hygienist 46.48
12030 - EKG Technician 35.06
12035 - Electroneurodiagnostic Technologist 35.06
12040 - Emergency Medical Technician 24.95
12071 - Licensed Practical Nurse I 22.31
12072 - Licensed Practical Nurse II 24.95
12073 - Licensed Practical Nurse III 27.81
12100 - Medical Assistant 19.26
12130 - Medical Laboratory Technician 25.18
12160 - Medical Record Clerk 22.07
12190 - Medical Record Technician 26.34
12195 - Medical Transcriptionist 19.83
12210 - Nuclear Medicine Technologist 54.83
12221 - Nursing Assistant I 13.01
12222 - Nursing Assistant II 14.62
12223 - Nursing Assistant III 15.95
12224 - Nursing Assistant IV 17.92
12235 - Optical Dispenser 24.95
12236 - Optical Technician 22.31
12250 - Pharmacy Technician 16.42
12280 - Phlebotomist 22.31
12305 - Radiologic Technologist 32.10
12311 - Registered Nurse I 27.91
12312 - Registered Nurse II 34.14
12313 - Registered Nurse II Specialist 34.14
12314 - Registered Nurse III 41.30

12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		30.91
12320 - Substance Abuse Treatment Counselor		28.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.57
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		37.23
13041 - Illustrator I		24.57
13042 - Illustrator II		30.45
13043 - Illustrator III		37.23
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.23
13054 - Library Information Technology Systems Administrator		30.43
13058 - Library Technician		20.54
13061 - Media Specialist I		21.96
13062 - Media Specialist II		24.56
13063 - Media Specialist III		27.38
13071 - Photographer I		21.96
13072 - Photographer II		24.56
13073 - Photographer III		30.43
13074 - Photographer IV		37.22
13075 - Photographer V		45.03
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		21.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.89
15020 - Aircrew Training Devices Instructor (Rated)		37.37
15030 - Air Crew Training Devices Instructor (Pilot)		44.79
15050 - Computer Based Training Specialist / Instructor		30.89
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		44.79
15080 - Graphic Artist		29.73

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.79
15086 - Maintenance Test Pilot Rotary Wing 44.79
15088 - Non-Maintenance Test/Co-Pilot 44.79
15090 - Technical Instructor 24.06
15095 - Technical Instructor/Course Developer 29.43
15110 - Test Proctor 19.42
15120 - Tutor 19.42
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.75
19040 - Tool And Die Maker 32.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 15.84
21071 - Order Filler 14.33
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 15.19
21150 - Stock Clerk 20.41
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 24.52
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 29.88
23040 - Aircraft Mechanic Helper 22.29
23050 - Aircraft Painter 26.63
23060 - Aircraft Servicer 24.52
23070 - Aircraft Survival Flight Equipment Technician 26.63
23080 - Aircraft Worker 25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.73

23110 - Appliance Mechanic 25.32
23120 - Bicycle Repairer 22.32
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 28.15
23140 - Carpet Layer 24.27
23160 - Electrician Maintenance 31.60
23181 - Electronics Technician Maintenance I 24.69
23182 - Electronics Technician Maintenance II 25.76
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 23.34
23290 - Fire Alarm System Mechanic 26.38
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 34.53
23312 - Fuel Distribution System Operator 30.77
23370 - General Maintenance Worker 20.46
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 24.52
23382 - Ground Support Equipment Worker 25.42
23391 - Gunsmith I 22.32
23392 - Gunsmith II 24.27
23393 - Gunsmith III 26.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.42
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 29.21
23460 - Instrument Mechanic 26.38
23465 - Laboratory/Shelter Mechanic 25.32
23470 - Laborer 14.73
23510 - Locksmith 25.32
23530 - Machinery Maintenance Mechanic 33.35
23550 - Machinist Maintenance 22.84
23580 - Maintenance Trades Helper 21.21
23591 - Metrology Technician I 26.38
23592 - Metrology Technician II 27.33
23593 - Metrology Technician III 28.42
23640 - Millwright 26.38
23710 - Office Appliance Repairer 25.32
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 29.36
23810 - Plumber Maintenance 28.19
23820 - Pneudraulic Systems Mechanic 26.38
23850 - Rigger 26.38
23870 - Scale Mechanic 24.27
23890 - Sheet-Metal Worker Maintenance 22.72
23910 - Small Engine Mechanic 24.27
23931 - Telecommunications Mechanic I 29.83
23932 - Telecommunications Mechanic II 30.91
23950 - Telephone Lineman 26.38

23960 - Welder Combination Maintenance		25.64
23965 - Well Driller		26.38
23970 - Woodcraft Worker		26.38
23980 - Woodworker		22.32
24000 - Personal Needs Occupations		
24550 - Case Manager		19.38
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.44
24610 - Chore Aide		14.06
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker		22.09
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.38
25040 - Sewage Plant Operator		32.89
25070 - Stationary Engineer		26.38
25190 - Ventilation Equipment Tender		23.33
25210 - Water Treatment Plant Operator		32.89
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.67
27007 - Baggage Inspector		17.42
27008 - Corrections Officer		36.18
27010 - Court Security Officer		36.18
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		36.18
27070 - Firefighter		36.01
27101 - Guard I		17.42
27102 - Guard II		19.88
27131 - Police Officer I		32.21
27132 - Police Officer II		35.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.01
28042 - Carnival Equipment Repairer		14.74
28043 - Carnival Worker		11.44
28210 - Gate Attendant/Gate Tender		15.48
28310 - Lifeguard		13.78
28350 - Park Attendant (Aide)		17.31
28510 - Recreation Aide/Health Facility Attendant		12.63
28515 - Recreation Specialist		21.45
28630 - Sports Official		13.78
28690 - Swimming Pool Operator		19.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		25.32
29042 - Stevedore II		28.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.99
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.03

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.17
30021 - Archeological Technician I 18.49
30022 - Archeological Technician II 21.95
30023 - Archeological Technician III 26.41
30030 - Cartographic Technician 26.66
30040 - Civil Engineering Technician 27.35
30051 - Cryogenic Technician I 23.44
30052 - Cryogenic Technician II 25.90
30061 - Drafter/CAD Operator I 18.49
30062 - Drafter/CAD Operator II 21.95
30063 - Drafter/CAD Operator III 23.43
30064 - Drafter/CAD Operator IV 28.84
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.91
30083 - Engineering Technician III 21.96
30084 - Engineering Technician IV 25.74
30085 - Engineering Technician V 30.54
30086 - Engineering Technician VI 36.92
30090 - Environmental Technician 24.81
30095 - Evidence Control Specialist 21.17
30210 - Laboratory Technician 24.84
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.90
30240 - Mathematical Technician 26.66
30361 - Paralegal/Legal Assistant I 21.30
30362 - Paralegal/Legal Assistant II 26.39
30363 - Paralegal/Legal Assistant III 32.29
30364 - Paralegal/Legal Assistant IV 39.05
30375 - Petroleum Supply Specialist 25.90
30390 - Photo-Optics Technician 26.66
30395 - Radiation Control Technician 25.90
30461 - Technical Writer I 22.99
30462 - Technical Writer II 28.13
30463 - Technical Writer III 34.04
30491 - Unexploded Ordnance (UXO) Technician I 28.59
30492 - Unexploded Ordnance (UXO) Technician II 34.59
30493 - Unexploded Ordnance (UXO) Technician III 41.46
30494 - Unexploded (UXO) Safety Escort 28.59
30495 - Unexploded (UXO) Sweep Personnel 28.59
30501 - Weather Forecaster I 28.84
30502 - Weather Forecaster II 35.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.43
30621 - Weather Observer Senior (see 2) 25.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.59
31020 - Bus Aide 18.58
31030 - Bus Driver 23.78
31043 - Driver Courier 18.76
31260 - Parking and Lot Attendant 16.75

31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	17.58
31361 - Truckdriver Light	19.73
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	24.73
31364 - Truckdriver Tractor-Trailer	24.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	12.06
99050 - Desk Clerk	14.75
99095 - Embalmer	32.85
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.79
99260 - Marketing Analyst	27.93
99310 - Mortician	32.85
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	21.62
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer Helper	21.62

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4130
Revision No.: 15
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bethlehem Watertown Woodbury

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.56
01012 - Accounting Clerk II		19.71
01013 - Accounting Clerk III		22.05
01020 - Administrative Assistant		33.29
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		23.80

01070 - Document Preparation Clerk	16.31
01090 - Duplicating Machine Operator	16.31
01111 - General Clerk I	13.94
01112 - General Clerk II	15.20
01113 - General Clerk III	17.06
01120 - Housing Referral Assistant	22.83
01141 - Messenger Courier	14.44
01191 - Order Clerk I	15.64
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.29
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	16.98
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	16.31
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.50
05010 - Automotive Electrician	24.73
05040 - Automotive Glass Installer	23.70
05070 - Automotive Worker	23.70
05110 - Mobile Equipment Servicer	21.79
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	23.70
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	20.71
05250 - Motor Vehicle Upholstery Worker	22.79
05280 - Motor Vehicle Wrecker	23.70
05310 - Painter Automotive	24.73
05340 - Radiator Repair Specialist	23.70
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.27
07041 - Cook I	18.48
07042 - Cook II	20.10
07070 - Dishwasher	11.86
07130 - Food Service Worker	12.39

07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	18.64
09080 - Furniture Refinisher	25.32
09090 - Furniture Refinisher Helper	21.21
09110 - Furniture Repairer Minor	23.34
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	15.22
11090 - Gardener	19.14
11122 - Housekeeping Aide	15.62
11150 - Janitor	15.62
11210 - Laborer Grounds Maintenance	15.99
11240 - Maid or Houseman	13.29
11260 - Pruner	14.41
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	15.99
11360 - Window Cleaner	17.33
12000 - Health Occupations	
12010 - Ambulance Driver	24.07
12011 - Breath Alcohol Technician	24.07
12012 - Certified Occupational Therapist Assistant	32.14
12015 - Certified Physical Therapist Assistant	33.39
12020 - Dental Assistant	22.51
12025 - Dental Hygienist	46.48
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	24.07
12071 - Licensed Practical Nurse I	21.52
12072 - Licensed Practical Nurse II	24.07
12073 - Licensed Practical Nurse III	26.84
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	22.89
12160 - Medical Record Clerk	20.06
12190 - Medical Record Technician	24.07
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	52.89
12221 - Nursing Assistant I	12.30
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	16.78
12235 - Optical Dispenser	24.10
12236 - Optical Technician	21.52
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	21.52
12305 - Radiologic Technologist	31.13
12311 - Registered Nurse I	27.91

12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		29.82
12320 - Substance Abuse Treatment Counselor		28.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.57
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		37.23
13041 - Illustrator I		24.57
13042 - Illustrator II		30.45
13043 - Illustrator III		37.23
13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.02
13054 - Library Information Technology Systems Administrator		30.43
13058 - Library Technician		18.67
13061 - Media Specialist I		21.96
13062 - Media Specialist II		24.56
13063 - Media Specialist III		27.38
13071 - Photographer I		21.96
13072 - Photographer II		24.56
13073 - Photographer III		30.43
13074 - Photographer IV		37.22
13075 - Photographer V		45.03
13090 - Technical Order Library Clerk		17.60
13110 - Video Teleconference Technician		21.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.89
15020 - Aircrew Training Devices Instructor (Rated)		37.37
15030 - Air Crew Training Devices Instructor (Pilot)		44.79
15050 - Computer Based Training Specialist / Instructor		30.89

15060 - Educational Technologist 36.20
15070 - Flight Instructor (Pilot) 44.79
15080 - Graphic Artist 29.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.79
15086 - Maintenance Test Pilot Rotary Wing 44.79
15088 - Non-Maintenance Test/Co-Pilot 44.79
15090 - Technical Instructor 24.06
15095 - Technical Instructor/Course Developer 29.43
15110 - Test Proctor 19.42
15120 - Tutor 19.42
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.75
16030 - Counter Attendant 13.75
16040 - Dry Cleaner 15.92
16070 - Finisher Flatwork Machine 13.75
16090 - Presser Hand 13.75
16110 - Presser Machine Drycleaning 13.75
16130 - Presser Machine Shirts 13.75
16160 - Presser Machine Wearing Apparel Laundry 13.75
16190 - Sewing Machine Operator 16.58
16220 - Tailor 17.53
16250 - Washer Machine 14.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.75
19040 - Tool And Die Maker 32.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 15.84
21071 - Order Filler 14.33
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.73
21150 - Stock Clerk 19.79
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 24.52
23021 - Aircraft Mechanic I 27.73
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 29.88
23040 - Aircraft Mechanic Helper 22.29
23050 - Aircraft Painter 26.63
23060 - Aircraft Servicer 24.52
23070 - Aircraft Survival Flight Equipment Technician 26.63
23080 - Aircraft Worker 25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.42

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 27.73
II
23110 - Appliance Mechanic 25.32
23120 - Bicycle Repairer 22.32
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 26.63
23140 - Carpet Layer 24.27
23160 - Electrician Maintenance 29.45
23181 - Electronics Technician Maintenance I 24.69
23182 - Electronics Technician Maintenance II 25.76
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 23.34
23290 - Fire Alarm System Mechanic 26.38
23310 - Fire Extinguisher Repairer 22.32
23311 - Fuel Distribution System Mechanic 34.53
23312 - Fuel Distribution System Operator 30.77
23370 - General Maintenance Worker 20.46
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 24.52
23382 - Ground Support Equipment Worker 25.42
23391 - Gunsmith I 22.32
23392 - Gunsmith II 24.27
23393 - Gunsmith III 26.38
23410 - Heating Ventilation And Air-Conditioning 28.43
Mechanic
23411 - Heating Ventilation And Air Contidioning 29.46
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 29.21
23460 - Instrument Mechanic 26.38
23465 - Laboratory/Shelter Mechanic 25.32
23470 - Laborer 13.39
23510 - Locksmith 25.32
23530 - Machinery Maintenance Mechanic 30.32
23550 - Machinist Maintenance 22.84
23580 - Maintenance Trades Helper 21.21
23591 - Metrology Technician I 26.38
23592 - Metrology Technician II 27.33
23593 - Metrology Technician III 28.42
23640 - Millwright 26.38
23710 - Office Appliance Repairer 25.32
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 27.79
23810 - Plumber Maintenance 26.68
23820 - Pneudraulic Systems Mechanic 26.38
23850 - Rigger 26.38
23870 - Scale Mechanic 24.27
23890 - Sheet-Metal Worker Maintenance 22.72
23910 - Small Engine Mechanic 24.27

23931 - Telecommunications Mechanic I 29.73
23932 - Telecommunications Mechanic II 30.80
23950 - Telephone Lineman 26.38
23960 - Welder Combination Maintenance 25.64
23965 - Well Driller 26.38
23970 - Woodcraft Worker 26.38
23980 - Woodworker 22.32
24000 - Personal Needs Occupations
24550 - Case Manager 19.38
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 17.44
24610 - Chore Aide 12.80
24620 - Family Readiness And Support Services Coordinator 19.38
24630 - Homemaker 22.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.38
25040 - Sewage Plant Operator 32.30
25070 - Stationary Engineer 26.38
25190 - Ventilation Equipment Tender 21.21
25210 - Water Treatment Plant Operator 32.30
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.67
27007 - Baggage Inspector 17.42
27008 - Corrections Officer 32.90
27010 - Court Security Officer 32.90
27030 - Detection Dog Handler 19.88
27040 - Detention Officer 32.90
27070 - Firefighter 32.74
27101 - Guard I 17.42
27102 - Guard II 19.88
27131 - Police Officer I 31.43
27132 - Police Officer II 34.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.01
28042 - Carnival Equipment Repairer 14.74
28043 - Carnival Worker 11.44
28210 - Gate Attendant/Gate Tender 15.00
28310 - Lifeguard 13.23
28350 - Park Attendant (Aide) 16.78
28510 - Recreation Aide/Health Facility Attendant 12.25
28515 - Recreation Specialist 20.80
28630 - Sports Official 13.37
28690 - Swimming Pool Operator 19.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.35
29020 - Hatch Tender 26.35
29030 - Line Handler 26.35
29041 - Stevedore I 25.32
29042 - Stevedore II 28.29

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.54
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.71
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.83
30021 - Archeological Technician I		18.49
30022 - Archeological Technician II		21.95
30023 - Archeological Technician III		26.41
30030 - Cartographic Technician		26.66
30040 - Civil Engineering Technician		27.35
30051 - Cryogenic Technician I		23.44
30052 - Cryogenic Technician II		25.90
30061 - Drafter/CAD Operator I		18.49
30062 - Drafter/CAD Operator II		21.95
30063 - Drafter/CAD Operator III		23.43
30064 - Drafter/CAD Operator IV		28.84
30081 - Engineering Technician I		16.86
30082 - Engineering Technician II		18.91
30083 - Engineering Technician III		21.96
30084 - Engineering Technician IV		25.74
30085 - Engineering Technician V		30.54
30086 - Engineering Technician VI		36.92
30090 - Environmental Technician		24.81
30095 - Evidence Control Specialist		21.17
30210 - Laboratory Technician		22.58
30221 - Latent Fingerprint Technician I		23.44
30222 - Latent Fingerprint Technician II		25.90
30240 - Mathematical Technician		26.66
30361 - Paralegal/Legal Assistant I		21.30
30362 - Paralegal/Legal Assistant II		26.39
30363 - Paralegal/Legal Assistant III		32.29
30364 - Paralegal/Legal Assistant IV		39.05
30375 - Petroleum Supply Specialist		25.90
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		25.90
30461 - Technical Writer I		22.99
30462 - Technical Writer II		28.13
30463 - Technical Writer III		34.04
30491 - Unexploded Ordnance (UXO) Technician I		28.31
30492 - Unexploded Ordnance (UXO) Technician II		34.25
30493 - Unexploded Ordnance (UXO) Technician III		41.05
30494 - Unexploded (UXO) Safety Escort		28.31
30495 - Unexploded (UXO) Sweep Personnel		28.31
30501 - Weather Forecaster I		28.84
30502 - Weather Forecaster II		35.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.43
30621 - Weather Observer Senior	(see 2)	25.62

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.25
31020 - Bus Aide		18.12

31030 - Bus Driver	22.68
31043 - Driver Courier	17.05
31260 - Parking and Lot Attendant	16.32
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.98
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	23.59
31364 - Truckdriver Tractor-Trailer	23.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.70
99030 - Cashier	11.61
99050 - Desk Clerk	13.41
99095 - Embalmer	32.85
99130 - Flight Follower	28.31
99251 - Laboratory Animal Caretaker I	15.96
99252 - Laboratory Animal Caretaker II	16.79
99260 - Marketing Analyst	27.93
99310 - Mortician	32.85
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	14.88
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	13.39
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.91
99840 - Vending Machine Attendant	20.94
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	20.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4131
Revision No.: 16
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following cities towns and boroughs in NEW HAVEN COUNTY: Beacon Falls Middlebury Naugatuck Prospect Waterbury Wolcott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.93
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		33.74
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.00
01090 - Duplicating Machine Operator		17.00

01111 - General Clerk I	15.44
01112 - General Clerk II	17.49
01113 - General Clerk III	19.01
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	13.29
01191 - Order Clerk I	17.52
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.74
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	17.33
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.71
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.38
05010 - Automotive Electrician	29.52
05040 - Automotive Glass Installer	28.55
05070 - Automotive Worker	28.55
05110 - Mobile Equipment Servicer	26.80
05130 - Motor Equipment Metal Mechanic	30.34
05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	18.92
07042 - Cook II	20.58
07070 - Dishwasher	12.26
07130 - Food Service Worker	12.78
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	11.88

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	16.74
11090 - Gardener	21.05
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.59
11240 - Maid or Houseman	13.68
11260 - Pruner	15.98
11270 - Tractor Operator	20.02
11330 - Trail Maintenance Worker	17.59
11360 - Window Cleaner	19.06
12000 - Health Occupations	
12010 - Ambulance Driver	24.95
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational Therapist Assistant	34.23
12015 - Certified Physical Therapist Assistant	34.27
12020 - Dental Assistant	22.51
12025 - Dental Hygienist	46.01
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	24.95
12071 - Licensed Practical Nurse I	22.31
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	19.26
12130 - Medical Laboratory Technician	25.18
12160 - Medical Record Clerk	22.37
12190 - Medical Record Technician	26.34
12195 - Medical Transcriptionist	20.34
12210 - Nuclear Medicine Technologist	54.83
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	24.95
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	32.10
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41

12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		30.91
12320 - Substance Abuse Treatment Counselor		28.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		21.96
13072 - Photographer II		24.57
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		21.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46

15080 - Graphic Artist 33.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.79
15086 - Maintenance Test Pilot Rotary Wing 44.79
15088 - Non-Maintenance Test/Co-Pilot 44.79
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 32.19
15110 - Test Proctor 21.25
15120 - Tutor 21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.76
16030 - Counter Attendant 14.76
16040 - Dry Cleaner 16.86
16070 - Finisher Flatwork Machine 14.76
16090 - Presser Hand 14.76
16110 - Presser Machine Drycleaning 14.76
16130 - Presser Machine Shirts 14.76
16160 - Presser Machine Wearing Apparel Laundry 14.76
16190 - Sewing Machine Operator 17.56
16220 - Tailor 18.26
16250 - Washer Machine 15.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.75
19040 - Tool And Die Maker 32.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.80
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 16.25
21071 - Order Filler 14.53
21080 - Production Line Worker (Food Processing) 17.80
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 15.19
21150 - Stock Clerk 20.41
21210 - Tools And Parts Attendant 17.80
21410 - Warehouse Specialist 17.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.37
23019 - Aircraft Logs and Records Technician 25.77
23021 - Aircraft Mechanic I 26.83
23022 - Aircraft Mechanic II 28.37
23023 - Aircraft Mechanic III 29.79
23040 - Aircraft Mechanic Helper 24.00
23050 - Aircraft Painter 25.52
23060 - Aircraft Servicer 25.77
23070 - Aircraft Survival Flight Equipment Technician 25.52
23080 - Aircraft Worker 26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.83

II
23110 - Appliance Mechanic 25.32
23120 - Bicycle Repairer 22.32
23125 - Cable Splicer 35.32
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 24.27
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 24.27
23182 - Electronics Technician Maintenance II 25.32
23183 - Electronics Technician Maintenance III 27.10
23260 - Fabric Worker 23.34
23290 - Fire Alarm System Mechanic 26.38
23310 - Fire Extinguisher Repairer 22.52
23311 - Fuel Distribution System Mechanic 31.68
23312 - Fuel Distribution System Operator 29.79
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 25.77
23382 - Ground Support Equipment Worker 26.54
23391 - Gunsmith I 22.52
23392 - Gunsmith II 24.27
23393 - Gunsmith III 26.38
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.42
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 30.35
23460 - Instrument Mechanic 26.38
23465 - Laboratory/Shelter Mechanic 25.32
23470 - Laborer 14.73
23510 - Locksmith 25.32
23530 - Machinery Maintenance Mechanic 33.35
23550 - Machinist Maintenance 21.59
23580 - Maintenance Trades Helper 21.21
23591 - Metrology Technician I 26.38
23592 - Metrology Technician II 28.73
23593 - Metrology Technician III 29.57
23640 - Millwright 26.38
23710 - Office Appliance Repairer 25.32
23760 - Painter Maintenance 25.03
23790 - Pipefitter Maintenance 29.36
23810 - Plumber Maintenance 29.85
23820 - Pneudraulic Systems Mechanic 26.38
23850 - Rigger 26.38
23870 - Scale Mechanic 24.27
23890 - Sheet-Metal Worker Maintenance 24.10
23910 - Small Engine Mechanic 24.27
23931 - Telecommunications Mechanic I 29.83
23932 - Telecommunications Mechanic II 30.91

23950 - Telephone Lineman	28.50
23960 - Welder Combination Maintenance	25.64
23965 - Well Driller	26.38
23970 - Woodcraft Worker	26.38
23980 - Woodworker	22.32
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	14.06
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	27.55
25210 - Water Treatment Plant Operator	32.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.67
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	36.18
27010 - Court Security Officer	36.18
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	36.18
27070 - Firefighter	36.18
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.08
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Worker	11.44
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	18.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.99

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.03
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.17
30021 - Archeological Technician I 20.29
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 23.44
30052 - Cryogenic Technician II 25.90
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 23.43
30095 - Evidence Control Specialist 21.17
30210 - Laboratory Technician 24.84
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.90
30240 - Mathematical Technician 27.27
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 25.90
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 25.90
30461 - Technical Writer I 25.57
30462 - Technical Writer II 31.26
30463 - Technical Writer III 37.86
30491 - Unexploded Ordnance (UXO) Technician I 28.59
30492 - Unexploded Ordnance (UXO) Technician II 34.59
30493 - Unexploded Ordnance (UXO) Technician III 41.46
30494 - Unexploded (UXO) Safety Escort 28.59
30495 - Unexploded (UXO) Sweep Personnel 28.59
30501 - Weather Forecaster I 30.53
30502 - Weather Forecaster II 37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.89
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.59
31020 - Bus Aide 18.58
31030 - Bus Driver 23.78
31043 - Driver Courier 18.90

31260 - Parking and Lot Attendant	16.75
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	17.47
31361 - Truckdriver Light	19.73
31362 - Truckdriver Medium	21.70
31363 - Truckdriver Heavy	24.73
31364 - Truckdriver Tractor-Trailer	24.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	12.06
99050 - Desk Clerk	13.75
99095 - Embalmer	37.16
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	17.88
99252 - Laboratory Animal Caretaker II	18.54
99260 - Marketing Analyst	27.93
99310 - Mortician	37.16
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	21.62
99841 - Vending Machine Repairer	24.73
99842 - Vending Machine Repairer Helper	21.62

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4132
Revision No.: 15
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following cities towns and boroughs in NEW HAVEN COUNTY: Beacon Falls Middlebury Naugatuck Prospect Waterbury Wolcott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.56
01012 - Accounting Clerk II		19.71
01013 - Accounting Clerk III		22.05
01020 - Administrative Assistant		33.47
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66

01060 - Dispatcher Motor Vehicle 25.79
01070 - Document Preparation Clerk 17.00
01090 - Duplicating Machine Operator 17.00
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 19.01
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 13.29
01191 - Order Clerk I 17.52
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.88
01410 - Supply Technician 33.47
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.98
01531 - Travel Clerk I 13.52
01532 - Travel Clerk II 14.74
01533 - Travel Clerk III 16.03
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.38
05010 - Automotive Electrician 29.52
05040 - Automotive Glass Installer 28.55
05070 - Automotive Worker 28.55
05110 - Mobile Equipment Servicer 26.80
05130 - Motor Equipment Metal Mechanic 30.34
05160 - Motor Equipment Metal Worker 28.55
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 25.82
05250 - Motor Vehicle Upholstery Worker 27.72
05280 - Motor Vehicle Wrecker 28.55
05310 - Painter Automotive 28.79
05340 - Radiator Repair Specialist 26.95
05370 - Tire Repairer 19.28
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 16.75
07041 - Cook I 18.48
07042 - Cook II 20.10
07070 - Dishwasher 11.86

07130 - Food Service Worker	12.39
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	11.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	19.44
09110 - Furniture Repairer Minor	20.87
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.84
11060 - Elevator Operator	15.22
11090 - Gardener	19.14
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.99
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	15.99
11360 - Window Cleaner	17.33
12000 - Health Occupations	
12010 - Ambulance Driver	24.07
12011 - Breath Alcohol Technician	24.07
12012 - Certified Occupational Therapist Assistant	32.09
12015 - Certified Physical Therapist Assistant	33.39
12020 - Dental Assistant	22.51
12025 - Dental Hygienist	46.01
12030 - EKG Technician	34.90
12035 - Electroneurodiagnostic Technologist	34.90
12040 - Emergency Medical Technician	24.07
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	26.84
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	22.89
12160 - Medical Record Clerk	20.34
12190 - Medical Record Technician	24.07
12195 - Medical Transcriptionist	20.34
12210 - Nuclear Medicine Technologist	52.89
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.07
12236 - Optical Technician	21.52
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	21.52
12305 - Radiologic Technologist	31.13

12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		29.82
12320 - Substance Abuse Treatment Counselor		28.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		21.96
13072 - Photographer II		24.57
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		17.60
13110 - Video Teleconference Technician		21.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.86
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46

15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.73
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.80
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.79
15086 - Maintenance Test Pilot Rotary Wing	44.79
15088 - Non-Maintenance Test/Co-Pilot	44.79
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	32.19
15110 - Test Proctor	21.25
15120 - Tutor	21.25
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.75
16030 - Counter Attendant	13.75
16040 - Dry Cleaner	15.92
16070 - Finisher Flatwork Machine	13.75
16090 - Presser Hand	13.75
16110 - Presser Machine Drycleaning	13.75
16130 - Presser Machine Shirts	13.75
16160 - Presser Machine Wearing Apparel Laundry	13.75
16190 - Sewing Machine Operator	16.58
16220 - Tailor	17.53
16250 - Washer Machine	14.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.75
19040 - Tool And Die Maker	32.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.80
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	17.80
21110 - Shipping Packer	17.99
21130 - Shipping/Receiving Clerk	17.99
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.79
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	17.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23019 - Aircraft Logs and Records Technician	25.77
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft Painter	25.52
23060 - Aircraft Servicer	25.77
23070 - Aircraft Survival Flight Equipment Technician	25.52
23080 - Aircraft Worker	26.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.83
23110 - Appliance Mechanic	25.32
23120 - Bicycle Repairer	22.32
23125 - Cable Splicer	35.32
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	24.27
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.32
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.34
23290 - Fire Alarm System Mechanic	26.38
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	31.68
23312 - Fuel Distribution System Operator	29.79
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.27
23393 - Gunsmith III	26.38
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.46
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	30.35
23460 - Instrument Mechanic	26.38
23465 - Laboratory/Shelter Mechanic	25.32
23470 - Laborer	13.39
23510 - Locksmith	25.32
23530 - Machinery Maintenance Mechanic	30.32
23550 - Machinist Maintenance	21.59
23580 - Maintenance Trades Helper	21.21
23591 - Metrology Technician I	26.38
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	26.38
23710 - Office Appliance Repairer	25.32
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	29.16
23810 - Plumber Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	26.38
23850 - Rigger	26.38
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker Maintenance	24.10

23910 - Small Engine Mechanic 24.27
23931 - Telecommunications Mechanic I 29.73
23932 - Telecommunications Mechanic II 30.80
23950 - Telephone Lineman 28.50
23960 - Welder Combination Maintenance 25.64
23965 - Well Driller 26.38
23970 - Woodcraft Worker 26.38
23980 - Woodworker 22.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.50
24570 - Child Care Attendant 13.75
24580 - Child Care Center Clerk 18.20
24610 - Chore Aide 12.80
24620 - Family Readiness And Support Services Coordinator 18.50
24630 - Homemaker 24.30
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 32.30
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 25.92
25210 - Water Treatment Plant Operator 32.30
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.67
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.92
27010 - Court Security Officer 34.92
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.92
27070 - Firefighter 34.92
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.08
28042 - Carnival Equipment Repairer 14.74
28043 - Carnival Worker 11.44
28210 - Gate Attendant/Gate Tender 17.19
28310 - Lifeguard 13.93
28350 - Park Attendant (Aide) 19.24
28510 - Recreation Aide/Health Facility Attendant 18.98
28515 - Recreation Specialist 23.99
28630 - Sports Official 15.32
28690 - Swimming Pool Operator 18.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.77
29020 - Hatch Tender 25.77
29030 - Line Handler 25.77
29041 - Stevedore I 24.15

29042 - Stevedore II 29.85
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.54
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.71
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 33.83
30021 - Archeological Technician I 20.29
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.75
30040 - Civil Engineering Technician 25.11
30051 - Cryogenic Technician I 23.44
30052 - Cryogenic Technician II 25.90
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.53
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.34
30090 - Environmental Technician 23.43
30095 - Evidence Control Specialist 21.17
30210 - Laboratory Technician 22.58
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.90
30240 - Mathematical Technician 27.27
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 25.90
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 25.90
30461 - Technical Writer I 25.57
30462 - Technical Writer II 31.26
30463 - Technical Writer III 37.86
30491 - Unexploded Ordnance (UXO) Technician I 28.31
30492 - Unexploded Ordnance (UXO) Technician II 34.25
30493 - Unexploded Ordnance (UXO) Technician III 41.05
30494 - Unexploded (UXO) Safety Escort 28.31
30495 - Unexploded (UXO) Sweep Personnel 28.31
30501 - Weather Forecaster I 30.53
30502 - Weather Forecaster II 37.15
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.89
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.25

31020 - Bus Aide	18.12
31030 - Bus Driver	22.68
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	16.32
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.94
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.70
99030 - Cashier	11.61
99050 - Desk Clerk	12.50
99095 - Embalmer	37.16
99130 - Flight Follower	28.31
99251 - Laboratory Animal Caretaker I	17.88
99252 - Laboratory Animal Caretaker II	18.54
99260 - Marketing Analyst	27.93
99310 - Mortician	37.16
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	14.88
99710 - Recycling Laborer	24.29
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	21.89
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	20.94
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	20.94

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4133
Revision No.: 18
Date Of Last Revision: 04/22/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Canaan Colebrook Cornwall Goshen Kent Litchfield Morris Norfolk North Canaan Roxbury Salisbury Sharon Torrington Warren Washington Winchester

WINDHAM COUNTY: Eastford Hampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		28.68
01035 - Court Reporter		20.90
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.83

01051 - Data Entry Operator I 15.26
01052 - Data Entry Operator II 16.64
01060 - Dispatcher Motor Vehicle 22.21
01070 - Document Preparation Clerk 15.61
01090 - Duplicating Machine Operator 15.61
01111 - General Clerk I 15.15
01112 - General Clerk II 16.53
01113 - General Clerk III 18.57
01120 - Housing Referral Assistant 23.30
01141 - Messenger Courier 14.44
01191 - Order Clerk I 20.31
01192 - Order Clerk II 22.48
01261 - Personnel Assistant (Employment) I 18.68
01262 - Personnel Assistant (Employment) II 20.90
01263 - Personnel Assistant (Employment) III 23.30
01270 - Production Control Clerk 22.82
01290 - Rental Clerk 15.94
01300 - Scheduler Maintenance 18.68
01311 - Secretary I 18.68
01312 - Secretary II 20.90
01313 - Secretary III 23.30
01320 - Service Order Dispatcher 19.86
01410 - Supply Technician 28.68
01420 - Survey Worker 21.51
01460 - Switchboard Operator/Receptionist 16.90
01531 - Travel Clerk I 13.36
01532 - Travel Clerk II 14.46
01533 - Travel Clerk III 15.75
01611 - Word Processor I 16.69
01612 - Word Processor II 18.73
01613 - Word Processor III 20.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.89
05010 - Automotive Electrician 22.65
05040 - Automotive Glass Installer 21.90
05070 - Automotive Worker 21.90
05110 - Mobile Equipment Servicer 20.56
05130 - Motor Equipment Metal Mechanic 23.27
05160 - Motor Equipment Metal Worker 21.90
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 19.81
05250 - Motor Vehicle Upholstery Worker 21.27
05280 - Motor Vehicle Wrecker 21.90
05310 - Painter Automotive 22.10
05340 - Radiator Repair Specialist 21.18
05370 - Tire Repairer 18.63
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 14.81
07041 - Cook I 17.46

07042 - Cook II	19.01
07070 - Dishwasher	12.35
07130 - Food Service Worker	12.63
07210 - Meat Cutter	24.27
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.76
09040 - Furniture Handler	19.81
09080 - Furniture Refinisher	26.76
09090 - Furniture Refinisher Helper	22.45
09110 - Furniture Repairer Minor	24.64
09130 - Upholsterer	26.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.08
11060 - Elevator Operator	17.94
11090 - Gardener	20.89
11122 - Housekeeping Aide	17.94
11150 - Janitor	17.94
11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.79
11260 - Pruner	15.85
11270 - Tractor Operator	19.91
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	19.94
12000 - Health Occupations	
12010 - Ambulance Driver	23.98
12011 - Breath Alcohol Technician	25.09
12012 - Certified Occupational Therapist Assistant	34.43
12015 - Certified Physical Therapist Assistant	31.56
12020 - Dental Assistant	23.86
12025 - Dental Hygienist	45.52
12030 - EKG Technician	38.03
12035 - Electroneurodiagnostic Technologist	38.03
12040 - Emergency Medical Technician	23.98
12071 - Licensed Practical Nurse I	22.44
12072 - Licensed Practical Nurse II	25.09
12073 - Licensed Practical Nurse III	27.97
12100 - Medical Assistant	19.81
12130 - Medical Laboratory Technician	22.44
12160 - Medical Record Clerk	18.85
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	22.44
12210 - Nuclear Medicine Technologist	55.15
12221 - Nursing Assistant I	13.61
12222 - Nursing Assistant II	15.29
12223 - Nursing Assistant III	16.69
12224 - Nursing Assistant IV	18.75
12235 - Optical Dispenser	25.09
12236 - Optical Technician	22.44
12250 - Pharmacy Technician	17.36

12280 - Phlebotomist		22.44
12305 - Radiologic Technologist		35.06
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		31.09
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		18.01
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		26.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.29

15020 - Aircrew Training Devices Instructor (Rated) 34.29
15030 - Air Crew Training Devices Instructor (Pilot) 41.01
15050 - Computer Based Training Specialist / Instructor 28.35
15060 - Educational Technologist 36.20
15070 - Flight Instructor (Pilot) 41.01
15080 - Graphic Artist 32.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.01
15086 - Maintenance Test Pilot Rotary Wing 41.01
15088 - Non-Maintenance Test/Co-Pilot 41.01
15090 - Technical Instructor 26.47
15095 - Technical Instructor/Course Developer 32.37
15110 - Test Proctor 21.36
15120 - Tutor 21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 15.93
16220 - Tailor 16.79
16250 - Washer Machine 13.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.26
19040 - Tool And Die Maker 31.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.46
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 16.44
21071 - Order Filler 14.33
21080 - Production Line Worker (Food Processing) 18.46
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 15.53
21150 - Stock Clerk 20.79
21210 - Tools And Parts Attendant 18.46
21410 - Warehouse Specialist 18.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.81
23019 - Aircraft Logs and Records Technician 24.64
23021 - Aircraft Mechanic I 27.84
23022 - Aircraft Mechanic II 28.81
23023 - Aircraft Mechanic III 29.97
23040 - Aircraft Mechanic Helper 22.45
23050 - Aircraft Painter 26.76
23060 - Aircraft Servicer 24.64

23070 - Aircraft Survival Flight Equipment Technician 26.76
23080 - Aircraft Worker 25.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.84
23110 - Appliance Mechanic 26.76
23120 - Bicycle Repairer 23.55
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 26.58
23140 - Carpet Layer 25.64
23160 - Electrician Maintenance 29.46
23181 - Electronics Technician Maintenance I 25.64
23182 - Electronics Technician Maintenance II 26.76
23183 - Electronics Technician Maintenance III 27.84
23260 - Fabric Worker 24.64
23290 - Fire Alarm System Mechanic 27.84
23310 - Fire Extinguisher Repairer 23.55
23311 - Fuel Distribution System Mechanic 28.54
23312 - Fuel Distribution System Operator 25.43
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 27.84
23381 - Ground Support Equipment Servicer 24.64
23382 - Ground Support Equipment Worker 25.64
23391 - Gunsmith I 23.55
23392 - Gunsmith II 25.64
23393 - Gunsmith III 27.84
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.77
23430 - Heavy Equipment Mechanic 27.84
23440 - Heavy Equipment Operator 31.85
23460 - Instrument Mechanic 27.84
23465 - Laboratory/Shelter Mechanic 26.76
23470 - Laborer 16.44
23510 - Locksmith 26.76
23530 - Machinery Maintenance Mechanic 27.25
23550 - Machinist Maintenance 24.26
23580 - Maintenance Trades Helper 22.45
23591 - Metrology Technician I 27.84
23592 - Metrology Technician II 28.81
23593 - Metrology Technician III 29.97
23640 - Millwright 27.84
23710 - Office Appliance Repairer 26.76
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 30.56
23810 - Plumber Maintenance 29.37
23820 - Pneudraulic Systems Mechanic 27.84
23850 - Rigger 27.84

23870 - Scale Mechanic 25.64
23890 - Sheet-Metal Worker Maintenance 27.84
23910 - Small Engine Mechanic 23.66
23931 - Telecommunications Mechanic I 27.84
23932 - Telecommunications Mechanic II 28.81
23950 - Telephone Lineman 27.84
23960 - Welder Combination Maintenance 26.24
23965 - Well Driller 27.84
23970 - Woodcraft Worker 27.84
23980 - Woodworker 23.55
24000 - Personal Needs Occupations
24550 - Case Manager 20.64
24570 - Child Care Attendant 15.13
24580 - Child Care Center Clerk 18.87
24610 - Chore Aide 14.45
24620 - Family Readiness And Support Services Coordinator 20.64
24630 - Homemaker 22.09
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.84
25040 - Sewage Plant Operator 26.76
25070 - Stationary Engineer 27.84
25190 - Ventilation Equipment Tender 22.45
25210 - Water Treatment Plant Operator 26.76
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.00
27007 - Baggage Inspector 18.68
27008 - Corrections Officer 27.19
27010 - Court Security Officer 27.19
27030 - Detection Dog Handler 20.89
27040 - Detention Officer 27.19
27070 - Firefighter 27.05
27101 - Guard I 18.68
27102 - Guard II 20.89
27131 - Police Officer I 32.69
27132 - Police Officer II 36.33
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.85
28042 - Carnival Equipment Repairer 15.65
28043 - Carnival Worker 12.92
28210 - Gate Attendant/Gate Tender 18.94
28310 - Lifeguard 16.86
28350 - Park Attendant (Aide) 21.20
28510 - Recreation Aide/Health Facility Attendant 15.47
28515 - Recreation Specialist 26.25
28630 - Sports Official 16.86
28690 - Swimming Pool Operator 21.43
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.35
29020 - Hatch Tender 26.35

29030 - Line Handler 26.35
29041 - Stevedore I 25.32
29042 - Stevedore II 28.29
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.99
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.03
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.17
30021 - Archeological Technician I 20.80
30022 - Archeological Technician II 24.16
30023 - Archeological Technician III 29.05
30030 - Cartographic Technician 29.33
30040 - Civil Engineering Technician 30.09
30051 - Cryogenic Technician I 27.03
30052 - Cryogenic Technician II 29.86
30061 - Drafter/CAD Operator I 20.80
30062 - Drafter/CAD Operator II 24.16
30063 - Drafter/CAD Operator III 25.77
30064 - Drafter/CAD Operator IV 31.72
30081 - Engineering Technician I 18.26
30082 - Engineering Technician II 20.50
30083 - Engineering Technician III 22.93
30084 - Engineering Technician IV 28.31
30085 - Engineering Technician V 33.59
30086 - Engineering Technician VI 40.61
30090 - Environmental Technician 27.29
30095 - Evidence Control Specialist 24.41
30210 - Laboratory Technician 26.06
30221 - Latent Fingerprint Technician I 27.03
30222 - Latent Fingerprint Technician II 29.86
30240 - Mathematical Technician 29.33
30361 - Paralegal/Legal Assistant I 21.02
30362 - Paralegal/Legal Assistant II 26.04
30363 - Paralegal/Legal Assistant III 31.85
30364 - Paralegal/Legal Assistant IV 38.53
30375 - Petroleum Supply Specialist 29.86
30390 - Photo-Optics Technician 29.33
30395 - Radiation Control Technician 29.86
30461 - Technical Writer I 25.29
30462 - Technical Writer II 30.94
30463 - Technical Writer III 37.44
30491 - Unexploded Ordnance (UXO) Technician I 28.59
30492 - Unexploded Ordnance (UXO) Technician II 34.59
30493 - Unexploded Ordnance (UXO) Technician III 41.46
30494 - Unexploded (UXO) Safety Escort 28.59
30495 - Unexploded (UXO) Sweep Personnel 28.59
30501 - Weather Forecaster I 31.72
30502 - Weather Forecaster II 38.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.77
30621 - Weather Observer Senior (see 2) 28.18

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.59
31020 - Bus Aide	17.37
31030 - Bus Driver	21.60
31043 - Driver Courier	14.89
31260 - Parking and Lot Attendant	15.37
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	18.30
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	19.84
31363 - Truckdriver Heavy	22.61
31364 - Truckdriver Tractor-Trailer	22.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.87
99030 - Cashier	11.97
99050 - Desk Clerk	13.89
99095 - Embalmer	32.85
99130 - Flight Follower	28.59
99251 - Laboratory Animal Caretaker I	19.51
99252 - Laboratory Animal Caretaker II	20.48
99260 - Marketing Analyst	26.81
99310 - Mortician	32.85
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	15.02
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	21.97
99730 - Refuse Collector	17.49
99810 - Sales Clerk	16.52
99820 - School Crossing Guard	16.57
99830 - Survey Party Chief	26.30
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.61
99840 - Vending Machine Attendant	21.97
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	21.97

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4134
Revision No.: 17
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Canaan Colebrook Cornwall Goshen Kent Litchfield Morris Norfolk North Canaan Roxbury Salisbury Sharon Torrington Warren Washington Winchester

WINDHAM COUNTY: Eastford Hampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		28.68
01035 - Court Reporter		20.90

01041 - Customer Service Representative I	14.17
01042 - Customer Service Representative II	15.93
01043 - Customer Service Representative III	17.38
01051 - Data Entry Operator I	15.26
01052 - Data Entry Operator II	16.64
01060 - Dispatcher Motor Vehicle	20.90
01070 - Document Preparation Clerk	15.61
01090 - Duplicating Machine Operator	15.61
01111 - General Clerk I	14.21
01112 - General Clerk II	15.50
01113 - General Clerk III	17.40
01120 - Housing Referral Assistant	23.30
01141 - Messenger Courier	14.44
01191 - Order Clerk I	18.46
01192 - Order Clerk II	21.59
01261 - Personnel Assistant (Employment) I	18.68
01262 - Personnel Assistant (Employment) II	20.90
01263 - Personnel Assistant (Employment) III	23.30
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.85
01300 - Scheduler Maintenance	18.68
01311 - Secretary I	18.68
01312 - Secretary II	20.90
01313 - Secretary III	23.30
01320 - Service Order Dispatcher	19.27
01410 - Supply Technician	28.68
01420 - Survey Worker	21.51
01460 - Switchboard Operator/Receptionist	16.54
01531 - Travel Clerk I	13.24
01532 - Travel Clerk II	14.43
01533 - Travel Clerk III	15.70
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.63
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	21.18
05370 - Tire Repairer	18.63
05400 - Transmission Repair Specialist	22.99

07000 - Food Preparation And Service Occupations	
07010 - Baker	14.81
07041 - Cook I	17.46
07042 - Cook II	19.01
07070 - Dishwasher	11.80
07130 - Food Service Worker	12.63
07210 - Meat Cutter	24.27
07260 - Waiter/Waitress	11.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.68
09040 - Furniture Handler	19.00
09080 - Furniture Refinisher	25.68
09090 - Furniture Refinisher Helper	21.53
09110 - Furniture Repairer Minor	23.64
09130 - Upholsterer	25.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	17.94
11090 - Gardener	19.82
11122 - Housekeeping Aide	17.94
11150 - Janitor	17.94
11210 - Laborer Grounds Maintenance	16.67
11240 - Maid or Houseman	13.79
11260 - Pruner	15.03
11270 - Tractor Operator	18.89
11330 - Trail Maintenance Worker	16.67
11360 - Window Cleaner	19.94
12000 - Health Occupations	
12010 - Ambulance Driver	23.98
12011 - Breath Alcohol Technician	23.98
12012 - Certified Occupational Therapist Assistant	32.14
12015 - Certified Physical Therapist Assistant	31.56
12020 - Dental Assistant	23.44
12025 - Dental Hygienist	45.52
12030 - EKG Technician	35.13
12035 - Electroneurodiagnostic Technologist	35.13
12040 - Emergency Medical Technician	23.98
12071 - Licensed Practical Nurse I	21.43
12072 - Licensed Practical Nurse II	23.98
12073 - Licensed Practical Nurse III	26.72
12100 - Medical Assistant	18.98
12130 - Medical Laboratory Technician	21.43
12160 - Medical Record Clerk	17.14
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.15
12210 - Nuclear Medicine Technologist	50.96
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.28

12235 - Optical Dispenser		24.10
12236 - Optical Technician		21.43
12250 - Pharmacy Technician		15.78
12280 - Phlebotomist		20.73
12305 - Radiologic Technologist		35.06
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.14
12313 - Registered Nurse II Specialist		34.14
12314 - Registered Nurse III		41.30
12315 - Registered Nurse III Anesthetist		41.30
12316 - Registered Nurse IV		49.50
12317 - Scheduler (Drug and Alcohol Testing)		28.73
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.13
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		23.40
13042 - Illustrator II		29.00
13043 - Illustrator III		35.47
13047 - Librarian		30.08
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		27.17
13058 - Library Technician		18.01
13061 - Media Specialist I		19.60
13062 - Media Specialist II		21.93
13063 - Media Specialist III		24.46
13071 - Photographer I		18.79
13072 - Photographer II		21.93
13073 - Photographer III		27.17
13074 - Photographer IV		33.24
13075 - Photographer V		40.21
13090 - Technical Order Library Clerk		17.98
13110 - Video Teleconference Technician		17.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.71
14160 - Personal Computer Support Technician		26.63

14170 - System Support Specialist	26.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.29
15020 - Aircrew Training Devices Instructor (Rated)	34.29
15030 - Air Crew Training Devices Instructor (Pilot)	41.01
15050 - Computer Based Training Specialist / Instructor	28.35
15060 - Educational Technologist	36.20
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	32.37
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.01
15086 - Maintenance Test Pilot Rotary Wing	41.01
15088 - Non-Maintenance Test/Co-Pilot	41.01
15090 - Technical Instructor	26.47
15095 - Technical Instructor/Course Developer	32.37
15110 - Test Proctor	21.36
15120 - Tutor	21.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.48
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.55
19040 - Tool And Die Maker	30.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	18.99
21130 - Shipping/Receiving Clerk	18.99
21140 - Store Worker I	15.03
21150 - Stock Clerk	20.12
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	24.52
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88

23040 - Aircraft Mechanic Helper 22.29
23050 - Aircraft Painter 26.63
23060 - Aircraft Servicer 24.52
23070 - Aircraft Survival Flight Equipment Technician 26.63
23080 - Aircraft Worker 25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.73
23110 - Appliance Mechanic 25.68
23120 - Bicycle Repairer 22.60
23125 - Cable Splicer 33.67
23130 - Carpenter Maintenance 26.30
23140 - Carpet Layer 24.60
23160 - Electrician Maintenance 29.46
23181 - Electronics Technician Maintenance I 24.69
23182 - Electronics Technician Maintenance II 25.76
23183 - Electronics Technician Maintenance III 26.83
23260 - Fabric Worker 23.64
23290 - Fire Alarm System Mechanic 26.71
23310 - Fire Extinguisher Repairer 22.60
23311 - Fuel Distribution System Mechanic 28.54
23312 - Fuel Distribution System Operator 25.43
23370 - General Maintenance Worker 20.71
23380 - Ground Support Equipment Mechanic 27.73
23381 - Ground Support Equipment Servicer 24.52
23382 - Ground Support Equipment Worker 25.43
23391 - Gunsmith I 22.60
23392 - Gunsmith II 24.60
23393 - Gunsmith III 26.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.77
23430 - Heavy Equipment Mechanic 26.71
23440 - Heavy Equipment Operator 31.18
23460 - Instrument Mechanic 26.71
23465 - Laboratory/Shelter Mechanic 25.68
23470 - Laborer 15.00
23510 - Locksmith 25.68
23530 - Machinery Maintenance Mechanic 25.97
23550 - Machinist Maintenance 24.26
23580 - Maintenance Trades Helper 21.53
23591 - Metrology Technician I 26.71
23592 - Metrology Technician II 27.64
23593 - Metrology Technician III 28.76
23640 - Millwright 26.71
23710 - Office Appliance Repairer 25.68
23760 - Painter Maintenance 21.76
23790 - Pipefitter Maintenance 30.03

23810 - Plumber Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	26.71
23850 - Rigger	26.71
23870 - Scale Mechanic	24.60
23890 - Sheet-Metal Worker Maintenance	26.71
23910 - Small Engine Mechanic	23.66
23931 - Telecommunications Mechanic I	26.71
23932 - Telecommunications Mechanic II	27.64
23950 - Telephone Lineman	26.71
23960 - Welder Combination Maintenance	23.85
23965 - Well Driller	26.71
23970 - Woodcraft Worker	26.71
23980 - Woodworker	22.60
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	15.13
24580 - Child Care Center Clerk	18.87
24610 - Chore Aide	14.45
24620 - Family Readiness And Support Services Coordinator	20.64
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.71
25040 - Sewage Plant Operator	25.68
25070 - Stationary Engineer	26.71
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	25.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.00
27007 - Baggage Inspector	17.80
27008 - Corrections Officer	27.19
27010 - Court Security Officer	27.19
27030 - Detection Dog Handler	19.91
27040 - Detention Officer	27.19
27070 - Firefighter	27.05
27101 - Guard I	17.80
27102 - Guard II	19.91
27131 - Police Officer I	31.91
27132 - Police Officer II	35.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.85
28042 - Carnival Equipment Repairer	15.65
28043 - Carnival Worker	12.92
28210 - Gate Attendant/Gate Tender	17.22
28310 - Lifeguard	15.33
28350 - Park Attendant (Aide)	19.27
28510 - Recreation Aide/Health Facility Attendant	14.06
28515 - Recreation Specialist	23.86
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	21.43

29000 - Stevedoring/Longshoremen Occupational Services
  29010 - Blocker And Bracer 26.35
  29020 - Hatch Tender 26.35
  29030 - Line Handler 26.35
  29041 - Stevedore I 25.32
  29042 - Stevedore II 28.29
30000 - Technical Occupations
  30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.66
  30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.41
  30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.40
  30021 - Archeological Technician I 20.80
  30022 - Archeological Technician II 24.16
  30023 - Archeological Technician III 29.05
  30030 - Cartographic Technician 29.33
  30040 - Civil Engineering Technician 30.09
  30051 - Cryogenic Technician I 26.03
  30052 - Cryogenic Technician II 28.74
  30061 - Drafter/CAD Operator I 20.80
  30062 - Drafter/CAD Operator II 24.16
  30063 - Drafter/CAD Operator III 25.77
  30064 - Drafter/CAD Operator IV 31.72
  30081 - Engineering Technician I 18.26
  30082 - Engineering Technician II 20.50
  30083 - Engineering Technician III 22.93
  30084 - Engineering Technician IV 28.31
  30085 - Engineering Technician V 33.59
  30086 - Engineering Technician VI 40.61
  30090 - Environmental Technician 27.29
  30095 - Evidence Control Specialist 23.50
  30210 - Laboratory Technician 26.06
  30221 - Latent Fingerprint Technician I 26.03
  30222 - Latent Fingerprint Technician II 28.74
  30240 - Mathematical Technician 29.33
  30361 - Paralegal/Legal Assistant I 21.02
  30362 - Paralegal/Legal Assistant II 26.04
  30363 - Paralegal/Legal Assistant III 31.85
  30364 - Paralegal/Legal Assistant IV 38.53
  30375 - Petroleum Supply Specialist 28.74
  30390 - Photo-Optics Technician 29.33
  30395 - Radiation Control Technician 28.74
  30461 - Technical Writer I 25.29
  30462 - Technical Writer II 30.94
  30463 - Technical Writer III 37.44
  30491 - Unexploded Ordnance (UXO) Technician I 27.12
  30492 - Unexploded Ordnance (UXO) Technician II 32.80
  30493 - Unexploded Ordnance (UXO) Technician III 39.31
  30494 - Unexploded (UXO) Safety Escort 27.12
  30495 - Unexploded (UXO) Sweep Personnel 27.12
  30501 - Weather Forecaster I 31.72
  30502 - Weather Forecaster II 38.60

30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.77
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.80
31020 - Bus Aide		17.37
31030 - Bus Driver		21.60
31043 - Driver Courier		14.89
31260 - Parking and Lot Attendant		15.37
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		18.30
31361 - Truckdriver Light		15.66
31362 - Truckdriver Medium		19.84
31363 - Truckdriver Heavy		22.48
31364 - Truckdriver Tractor-Trailer		22.48
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.99
99030 - Cashier		11.61
99050 - Desk Clerk		13.83
99095 - Embalmer		32.85
99130 - Flight Follower		27.12
99251 - Laboratory Animal Caretaker I		17.74
99252 - Laboratory Animal Caretaker II		18.62
99260 - Marketing Analyst		26.81
99310 - Mortician		32.85
99410 - Pest Controller		23.34
99510 - Photofinishing Worker		14.56
99710 - Recycling Laborer		18.76
99711 - Recycling Specialist		21.26
99730 - Refuse Collector		16.92
99810 - Sales Clerk		15.99
99820 - School Crossing Guard		16.57
99830 - Survey Party Chief		26.30
99831 - Surveying Aide		16.46
99832 - Surveying Technician		19.61
99840 - Vending Machine Attendant		21.26
99841 - Vending Machine Repairer		24.29
99842 - Vending Machine Repairer Helper		21.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which

the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and

Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4137
Revision No.: 18
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Ferrisburg Lincoln Monkton Starksboro Vergennes

CHITTENDEN COUNTY: Bolton Burlington Charlotte Colchester Essex Hinesburg Huntington Jericho Milton Richmond Shelburne South Burlington St. George Underhill Westford Williston Winooski

FRANKLIN COUNTY: Fairfax Fletcher Georgia St. Albans city St. Albans town Swanton

GRAND ISLE COUNTY: Grand Isle North Hero South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.39
01013 - Accounting Clerk III		21.70
01020 - Administrative Assistant		25.94
01035 - Court Reporter		18.80
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		18.81
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.48
01090 - Duplicating Machine Operator		15.48
01111 - General Clerk I		14.73
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.63
01191 - Order Clerk I		16.46
01192 - Order Clerk II		17.97
01261 - Personnel Assistant (Employment) I		15.77
01262 - Personnel Assistant (Employment) II		17.64
01263 - Personnel Assistant (Employment) III		19.66
01270 - Production Control Clerk		24.04
01290 - Rental Clerk		17.21
01300 - Scheduler Maintenance		16.81
01311 - Secretary I		16.81
01312 - Secretary II		18.80
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		17.18
01410 - Supply Technician		25.94
01420 - Survey Worker		18.65
01460 - Switchboard Operator/Receptionist		16.70
01531 - Travel Clerk I		13.33
01532 - Travel Clerk II		14.52
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.97
01612 - Word Processor II		16.81
01613 - Word Processor III		18.80
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		21.90

05010 - Automotive Electrician	19.46
05040 - Automotive Glass Installer	18.52
05070 - Automotive Worker	18.52
05110 - Mobile Equipment Servicer	16.72
05130 - Motor Equipment Metal Mechanic	20.42
05160 - Motor Equipment Metal Worker	18.52
05190 - Motor Vehicle Mechanic	20.42
05220 - Motor Vehicle Mechanic Helper	15.84
05250 - Motor Vehicle Upholstery Worker	17.58
05280 - Motor Vehicle Wrecker	18.52
05310 - Painter Automotive	19.46
05340 - Radiator Repair Specialist	18.52
05370 - Tire Repairer	15.76
05400 - Transmission Repair Specialist	20.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.64
07041 - Cook I	15.95
07042 - Cook II	17.67
07070 - Dishwasher	12.32
07130 - Food Service Worker	13.09
07210 - Meat Cutter	17.98
07260 - Waiter/Waitress	15.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.89
09040 - Furniture Handler	18.15
09080 - Furniture Refinisher	23.61
09090 - Furniture Refinisher Helper	19.93
09110 - Furniture Repairer Minor	21.90
09130 - Upholsterer	24.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.11
11060 - Elevator Operator	14.28
11090 - Gardener	20.53
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer Grounds Maintenance	17.34
11240 - Maid or Houseman	12.45
11260 - Pruner	16.25
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.34
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.81
12012 - Certified Occupational Therapist Assistant	31.06
12015 - Certified Physical Therapist Assistant	26.78
12020 - Dental Assistant	22.66
12025 - Dental Hygienist	37.75
12030 - EKG Technician	34.31
12035 - Electroneurodiagnostic Technologist	34.31

12040 - Emergency Medical Technician 23.62
12071 - Licensed Practical Nurse I 20.25
12072 - Licensed Practical Nurse II 22.65
12073 - Licensed Practical Nurse III 25.26
12100 - Medical Assistant 17.64
12130 - Medical Laboratory Technician 26.24
12160 - Medical Record Clerk 16.78
12190 - Medical Record Technician 20.37
12195 - Medical Transcriptionist 20.23
12210 - Nuclear Medicine Technologist 49.75
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 23.60
12236 - Optical Technician 20.25
12250 - Pharmacy Technician 16.54
12280 - Phlebotomist 18.51
12305 - Radiologic Technologist 30.94
12311 - Registered Nurse I 22.91
12312 - Registered Nurse II 28.02
12313 - Registered Nurse II Specialist 28.02
12314 - Registered Nurse III 32.10
12315 - Registered Nurse III Anesthetist 32.10
12316 - Registered Nurse IV 38.48
12317 - Scheduler (Drug and Alcohol Testing) 28.04
12320 - Substance Abuse Treatment Counselor 23.53
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.31
13012 - Exhibits Specialist II 22.68
13013 - Exhibits Specialist III 27.75
13041 - Illustrator I 20.19
13042 - Illustrator II 23.61
13043 - Illustrator III 28.82
13047 - Librarian 25.12
13050 - Library Aide/Clerk 13.97
13054 - Library Information Technology Systems Administrator 22.68
13058 - Library Technician 15.87
13061 - Media Specialist I 16.37
13062 - Media Specialist II 18.31
13063 - Media Specialist III 20.41
13071 - Photographer I 17.95
13072 - Photographer II 19.09
13073 - Photographer III 25.14
13074 - Photographer IV 29.49
13075 - Photographer V 41.21
13090 - Technical Order Library Clerk 17.55
13110 - Video Teleconference Technician 18.20
14000 - Information Technology Occupations

14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		27.79
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.57
15086 - Maintenance Test Pilot Rotary Wing		38.57
15088 - Non-Maintenance Test/Co-Pilot		38.57
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.70
15110 - Test Proctor		17.51
15120 - Tutor		17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.90
16030 - Counter Attendant		12.90
16040 - Dry Cleaner		14.73
16070 - Finisher Flatwork Machine		12.90
16090 - Presser Hand		12.90
16110 - Presser Machine Drycleaning		12.90
16130 - Presser Machine Shirts		12.90
16160 - Presser Machine Wearing Apparel Laundry		12.90
16190 - Sewing Machine Operator		15.34
16220 - Tailor		15.95
16250 - Washer Machine		13.51
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.80
19040 - Tool And Die Maker		26.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.35
21030 - Material Coordinator		24.04
21040 - Material Expediter		24.04
21050 - Material Handling Laborer		15.11

21071 - Order Filler 14.53
21080 - Production Line Worker (Food Processing) 20.35
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.35
21150 - Stock Clerk 17.38
21210 - Tools And Parts Attendant 20.35
21410 - Warehouse Specialist 20.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.84
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 30.40
23022 - Aircraft Mechanic II 31.48
23023 - Aircraft Mechanic III 33.15
23040 - Aircraft Mechanic Helper 23.58
23050 - Aircraft Painter 28.98
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 28.98
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.40
23110 - Appliance Mechanic 25.01
23120 - Bicycle Repairer 18.04
23125 - Cable Splicer 43.36
23130 - Carpenter Maintenance 23.33
23140 - Carpet Layer 21.78
23160 - Electrician Maintenance 26.27
23181 - Electronics Technician Maintenance I 29.12
23182 - Electronics Technician Maintenance II 30.60
23183 - Electronics Technician Maintenance III 32.10
23260 - Fabric Worker 22.63
23290 - Fire Alarm System Mechanic 25.97
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 31.50
23312 - Fuel Distribution System Operator 25.89
23370 - General Maintenance Worker 19.56
23380 - Ground Support Equipment Mechanic 30.40
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.58
23391 - Gunsmith I 21.53
23392 - Gunsmith II 23.81
23393 - Gunsmith III 26.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.02
23430 - Heavy Equipment Mechanic 25.87
23440 - Heavy Equipment Operator 21.05

23460 - Instrument Mechanic 26.24
23465 - Laboratory/Shelter Mechanic 25.01
23470 - Laborer 15.11
23510 - Locksmith 25.01
23530 - Machinery Maintenance Mechanic 26.34
23550 - Machinist Maintenance 22.12
23580 - Maintenance Trades Helper 16.70
23591 - Metrology Technician I 26.24
23592 - Metrology Technician II 27.49
23593 - Metrology Technician III 28.62
23640 - Millwright 26.24
23710 - Office Appliance Repairer 24.97
23760 - Painter Maintenance 18.21
23790 - Pipefitter Maintenance 27.21
23810 - Plumber Maintenance 25.93
23820 - Pneudraulic Systems Mechanic 26.24
23850 - Rigger 26.24
23870 - Scale Mechanic 23.81
23890 - Sheet-Metal Worker Maintenance 21.87
23910 - Small Engine Mechanic 19.31
23931 - Telecommunications Mechanic I 27.19
23932 - Telecommunications Mechanic II 27.78
23950 - Telephone Lineman 26.68
23960 - Welder Combination Maintenance 22.18
23965 - Well Driller 26.24
23970 - Woodcraft Worker 26.24
23980 - Woodworker 21.49
24000 - Personal Needs Occupations
24550 - Case Manager 18.15
24570 - Child Care Attendant 13.92
24580 - Child Care Center Clerk 17.37
24610 - Chore Aide 13.62
24620 - Family Readiness And Support Services Coordinator 18.15
24630 - Homemaker 18.15
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.24
25040 - Sewage Plant Operator 26.12
25070 - Stationary Engineer 26.24
25190 - Ventilation Equipment Tender 20.40
25210 - Water Treatment Plant Operator 26.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.29
27007 - Baggage Inspector 14.87
27008 - Corrections Officer 21.10
27010 - Court Security Officer 20.42
27030 - Detection Dog Handler 16.64
27040 - Detention Officer 21.10
27070 - Firefighter 21.10
27101 - Guard I 14.87

27102 - Guard II	16.64
27131 - Police Officer I	23.89
27132 - Police Officer II	26.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.70
28042 - Carnival Equipment Repairer	15.51
28043 - Carnival Worker	12.29
28210 - Gate Attendant/Gate Tender	16.65
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	18.63
28510 - Recreation Aide/Health Facility Attendant	13.60
28515 - Recreation Specialist	23.08
28630 - Sports Official	14.84
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.81
29020 - Hatch Tender	23.81
29030 - Line Handler	23.81
29041 - Stevedore I	22.63
29042 - Stevedore II	25.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	23.91
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	25.16
30051 - Cryogenic Technician I	26.48
30052 - Cryogenic Technician II	29.24
30061 - Drafter/CAD Operator I	18.73
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	27.75
30081 - Engineering Technician I	18.44
30082 - Engineering Technician II	20.70
30083 - Engineering Technician III	23.17
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.10
30086 - Engineering Technician VI	42.47
30090 - Environmental Technician	23.84
30095 - Evidence Control Specialist	23.91
30210 - Laboratory Technician	26.01
30221 - Latent Fingerprint Technician I	26.48
30222 - Latent Fingerprint Technician II	29.24
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.94

30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		29.24
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		25.78
30462 - Technical Writer II		31.54
30463 - Technical Writer III		38.16
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.75
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.65
31030 - Bus Driver		21.97
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.75
31290 - Shuttle Bus Driver		17.98
31310 - Taxi Driver		13.53
31361 - Truckdriver Light		17.98
31362 - Truckdriver Medium		18.91
31363 - Truckdriver Heavy		23.14
31364 - Truckdriver Tractor-Trailer		23.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		12.00
99050 - Desk Clerk		13.01
99095 - Embalmer		27.42
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		16.52
99252 - Laboratory Animal Caretaker II		17.53
99260 - Marketing Analyst		27.79
99310 - Mortician		27.42
99410 - Pest Controller		20.39
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		18.59
99711 - Recycling Specialist		20.85
99730 - Refuse Collector		17.43
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		15.36
99830 - Survey Party Chief		19.62
99831 - Surveying Aide		12.99
99832 - Surveying Technician		17.83
99840 - Vending Machine Attendant		18.37

99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	18.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1)

dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the

authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4138
Revision No.: 18
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Ferrisburg Lincoln Monkton Starksboro Vergennes

CHITTENDEN COUNTY: Bolton Burlington Charlotte Colchester Essex Hinesburg Huntington Jericho Milton Richmond Shelburne South Burlington St. George Underhill Westford Williston Winooski

FRANKLIN COUNTY: Fairfax Fletcher Georgia St. Albans city St. Albans town Swanton

GRAND ISLE COUNTY: Grand Isle North Hero South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.39
01013 - Accounting Clerk III		21.70
01020 - Administrative Assistant		25.94
01035 - Court Reporter		18.80
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		17.24
01043 - Customer Service Representative III		18.81
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.48
01090 - Duplicating Machine Operator		15.48
01111 - General Clerk I		14.73
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.63
01191 - Order Clerk I		16.46
01192 - Order Clerk II		17.97
01261 - Personnel Assistant (Employment) I		15.77
01262 - Personnel Assistant (Employment) II		17.64
01263 - Personnel Assistant (Employment) III		19.66
01270 - Production Control Clerk		24.04
01290 - Rental Clerk		17.21
01300 - Scheduler Maintenance		16.81
01311 - Secretary I		16.81
01312 - Secretary II		18.80
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		17.18
01410 - Supply Technician		25.94
01420 - Survey Worker		18.65
01460 - Switchboard Operator/Receptionist		16.70
01531 - Travel Clerk I		13.33
01532 - Travel Clerk II		14.52
01533 - Travel Clerk III		15.80
01611 - Word Processor I		14.97
01612 - Word Processor II		16.81

01613 - Word Processor III	18.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.90
05010 - Automotive Electrician	19.46
05040 - Automotive Glass Installer	18.52
05070 - Automotive Worker	18.52
05110 - Mobile Equipment Servicer	16.72
05130 - Motor Equipment Metal Mechanic	20.42
05160 - Motor Equipment Metal Worker	18.52
05190 - Motor Vehicle Mechanic	20.42
05220 - Motor Vehicle Mechanic Helper	15.84
05250 - Motor Vehicle Upholstery Worker	17.58
05280 - Motor Vehicle Wrecker	18.52
05310 - Painter Automotive	19.46
05340 - Radiator Repair Specialist	18.52
05370 - Tire Repairer	15.76
05400 - Transmission Repair Specialist	20.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.64
07041 - Cook I	15.95
07042 - Cook II	17.67
07070 - Dishwasher	12.32
07130 - Food Service Worker	13.09
07210 - Meat Cutter	17.98
07260 - Waiter/Waitress	15.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.89
09040 - Furniture Handler	18.15
09080 - Furniture Refinisher	23.61
09090 - Furniture Refinisher Helper	19.93
09110 - Furniture Repairer Minor	21.90
09130 - Upholsterer	24.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.11
11060 - Elevator Operator	14.28
11090 - Gardener	20.53
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer Grounds Maintenance	17.34
11240 - Maid or Houseman	12.45
11260 - Pruner	16.25
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.34
11360 - Window Cleaner	15.23
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.81
12012 - Certified Occupational Therapist Assistant	31.06
12015 - Certified Physical Therapist Assistant	26.78
12020 - Dental Assistant	22.66

12025 - Dental Hygienist 37.75
12030 - EKG Technician 34.31
12035 - Electroneurodiagnostic Technologist 34.31
12040 - Emergency Medical Technician 23.62
12071 - Licensed Practical Nurse I 20.25
12072 - Licensed Practical Nurse II 22.65
12073 - Licensed Practical Nurse III 25.26
12100 - Medical Assistant 17.64
12130 - Medical Laboratory Technician 26.24
12160 - Medical Record Clerk 16.78
12190 - Medical Record Technician 20.37
12195 - Medical Transcriptionist 20.23
12210 - Nuclear Medicine Technologist 49.75
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 23.60
12236 - Optical Technician 20.25
12250 - Pharmacy Technician 16.54
12280 - Phlebotomist 18.51
12305 - Radiologic Technologist 30.94
12311 - Registered Nurse I 22.91
12312 - Registered Nurse II 28.02
12313 - Registered Nurse II Specialist 28.02
12314 - Registered Nurse III 32.10
12315 - Registered Nurse III Anesthetist 32.10
12316 - Registered Nurse IV 38.48
12317 - Scheduler (Drug and Alcohol Testing) 28.04
12320 - Substance Abuse Treatment Counselor 23.53
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.31
13012 - Exhibits Specialist II 22.68
13013 - Exhibits Specialist III 27.75
13041 - Illustrator I 20.19
13042 - Illustrator II 23.61
13043 - Illustrator III 28.82
13047 - Librarian 25.12
13050 - Library Aide/Clerk 13.97
13054 - Library Information Technology Systems Administrator 22.68
13058 - Library Technician 15.87
13061 - Media Specialist I 16.37
13062 - Media Specialist II 18.31
13063 - Media Specialist III 20.41
13071 - Photographer I 17.95
13072 - Photographer II 19.09
13073 - Photographer III 25.14
13074 - Photographer IV 29.49
13075 - Photographer V 41.21

13090 - Technical Order Library Clerk		17.55
13110 - Video Teleconference Technician		18.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		27.79
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.57
15086 - Maintenance Test Pilot Rotary Wing		38.57
15088 - Non-Maintenance Test/Co-Pilot		38.57
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course Developer		26.70
15110 - Test Proctor		17.51
15120 - Tutor		17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.90
16030 - Counter Attendant		12.90
16040 - Dry Cleaner		14.73
16070 - Finisher Flatwork Machine		12.90
16090 - Presser Hand		12.90
16110 - Presser Machine Drycleaning		12.90
16130 - Presser Machine Shirts		12.90
16160 - Presser Machine Wearing Apparel Laundry		12.90
16190 - Sewing Machine Operator		15.34
16220 - Tailor		15.95
16250 - Washer Machine		13.51
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.80
19040 - Tool And Die Maker		26.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.35

21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 15.11
21071 - Order Filler 14.53
21080 - Production Line Worker (Food Processing) 20.35
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.35
21150 - Stock Clerk 17.38
21210 - Tools And Parts Attendant 20.35
21410 - Warehouse Specialist 20.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.84
23019 - Aircraft Logs and Records Technician 26.18
23021 - Aircraft Mechanic I 30.40
23022 - Aircraft Mechanic II 31.48
23023 - Aircraft Mechanic III 33.15
23040 - Aircraft Mechanic Helper 23.58
23050 - Aircraft Painter 28.98
23060 - Aircraft Servicer 26.18
23070 - Aircraft Survival Flight Equipment Technician 28.98
23080 - Aircraft Worker 27.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.40
23110 - Appliance Mechanic 25.01
23120 - Bicycle Repairer 18.04
23125 - Cable Splicer 43.36
23130 - Carpenter Maintenance 23.33
23140 - Carpet Layer 21.78
23160 - Electrician Maintenance 26.27
23181 - Electronics Technician Maintenance I 29.12
23182 - Electronics Technician Maintenance II 30.60
23183 - Electronics Technician Maintenance III 32.10
23260 - Fabric Worker 22.63
23290 - Fire Alarm System Mechanic 25.97
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 31.50
23312 - Fuel Distribution System Operator 25.89
23370 - General Maintenance Worker 19.56
23380 - Ground Support Equipment Mechanic 30.40
23381 - Ground Support Equipment Servicer 26.18
23382 - Ground Support Equipment Worker 27.58
23391 - Gunsmith I 21.53
23392 - Gunsmith II 23.81
23393 - Gunsmith III 26.24
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.75
23411 - Heating Ventilation And Air Contidioning 28.02

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.87
23440 - Heavy Equipment Operator	21.05
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	25.01
23470 - Laborer	15.11
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	26.34
23550 - Machinist Maintenance	22.12
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.49
23593 - Metrology Technician III	28.62
23640 - Millwright	26.24
23710 - Office Appliance Repairer	24.97
23760 - Painter Maintenance	18.21
23790 - Pipefitter Maintenance	27.21
23810 - Plumber Maintenance	25.93
23820 - Pneudraulic Systems Mechanic	26.24
23850 - Rigger	26.24
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker Maintenance	21.87
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.19
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	26.68
23960 - Welder Combination Maintenance	22.18
23965 - Well Driller	26.24
23970 - Woodcraft Worker	26.24
23980 - Woodworker	21.49
24000 - Personal Needs Occupations	
24550 - Case Manager	18.15
24570 - Child Care Attendant	13.92
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.62
24620 - Family Readiness And Support Services Coordinator	18.15
24630 - Homemaker	18.15
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.24
25040 - Sewage Plant Operator	26.12
25070 - Stationary Engineer	26.24
25190 - Ventilation Equipment Tender	20.40
25210 - Water Treatment Plant Operator	26.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.29
27007 - Baggage Inspector	14.87
27008 - Corrections Officer	21.10
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	16.64

27040 - Detention Officer		21.10
27070 - Firefighter		21.10
27101 - Guard I		14.87
27102 - Guard II		16.64
27131 - Police Officer I		23.89
27132 - Police Officer II		26.55
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.70
28042 - Carnival Equipment Repairer		15.51
28043 - Carnival Worker		12.29
28210 - Gate Attendant/Gate Tender		16.65
28310 - Lifeguard		14.19
28350 - Park Attendant (Aide)		18.63
28510 - Recreation Aide/Health Facility Attendant		13.60
28515 - Recreation Specialist		23.08
28630 - Sports Official		14.84
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.81
29020 - Hatch Tender		23.81
29030 - Line Handler		23.81
29041 - Stevedore I		22.63
29042 - Stevedore II		25.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.85
30023 - Archeological Technician III		23.91
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		25.16
30051 - Cryogenic Technician I		26.48
30052 - Cryogenic Technician II		29.24
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		18.44
30082 - Engineering Technician II		20.70
30083 - Engineering Technician III		23.17
30084 - Engineering Technician IV		28.69
30085 - Engineering Technician V		35.10
30086 - Engineering Technician VI		42.47
30090 - Environmental Technician		23.84
30095 - Evidence Control Specialist		23.91
30210 - Laboratory Technician		26.01
30221 - Latent Fingerprint Technician I		26.48
30222 - Latent Fingerprint Technician II		29.24
30240 - Mathematical Technician		25.23

30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		29.24
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		25.78
30462 - Technical Writer II		31.54
30463 - Technical Writer III		38.16
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.75
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.65
31030 - Bus Driver		21.97
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.75
31290 - Shuttle Bus Driver		17.98
31310 - Taxi Driver		13.53
31361 - Truckdriver Light		17.98
31362 - Truckdriver Medium		18.91
31363 - Truckdriver Heavy		23.14
31364 - Truckdriver Tractor-Trailer		23.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		12.00
99050 - Desk Clerk		13.01
99095 - Embalmer		27.42
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		16.52
99252 - Laboratory Animal Caretaker II		17.53
99260 - Marketing Analyst		27.79
99310 - Mortician		27.42
99410 - Pest Controller		20.39
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		18.59
99711 - Recycling Specialist		20.85
99730 - Refuse Collector		17.43
99810 - Sales Clerk		13.50
99820 - School Crossing Guard		15.36
99830 - Survey Party Chief		19.62

99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	18.37
99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	18.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive

ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4139
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading Rochester Royalton Sharon Springfield Stockbridge Weathersfield West Windsor Weston Windsor Woodstock

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.77
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		13.28
01042 - Customer Service Representative II		14.93
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		15.29
01052 - Data Entry Operator II		16.68
01060 - Dispatcher Motor Vehicle		22.56
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		14.76
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		19.93
01141 - Messenger Courier		12.12
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.12
01261 - Personnel Assistant (Employment) I		16.06
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.03
01270 - Production Control Clerk		23.09
01290 - Rental Clerk		15.60
01300 - Scheduler Maintenance		15.98

01311 - Secretary I	15.98
01312 - Secretary II	17.88
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	20.16
01410 - Supply Technician	26.85
01420 - Survey Worker	19.54
01460 - Switchboard Operator/Receptionist	15.12
01531 - Travel Clerk I	15.77
01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.06
01611 - Word Processor I	14.24
01612 - Word Processor II	15.98
01613 - Word Processor III	17.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.45
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	19.05
05070 - Automotive Worker	19.05
05110 - Mobile Equipment Servicer	17.04
05130 - Motor Equipment Metal Mechanic	20.71
05160 - Motor Equipment Metal Worker	19.05
05190 - Motor Vehicle Mechanic	20.71
05220 - Motor Vehicle Mechanic Helper	15.85
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	19.05
05310 - Painter Automotive	19.84
05340 - Radiator Repair Specialist	19.05
05370 - Tire Repairer	16.68
05400 - Transmission Repair Specialist	20.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	15.63
07042 - Cook II	17.48
07070 - Dishwasher	13.65
07130 - Food Service Worker	12.91
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	13.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.09
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	15.66
09090 - Furniture Refinisher Helper	13.61
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.07
11060 - Elevator Operator	16.31
11090 - Gardener	19.70
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31

11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	12.80
11260 - Pruner	14.56
11270 - Tractor Operator	18.33
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.92
12012 - Certified Occupational Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	27.79
12020 - Dental Assistant	22.04
12025 - Dental Hygienist	35.95
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	17.49
12190 - Medical Record Technician	21.53
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	20.19
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	17.08
12280 - Phlebotomist	17.06
12305 - Radiologic Technologist	29.91
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II Specialist	28.02
12314 - Registered Nurse III	32.75
12315 - Registered Nurse III Anesthetist	32.75
12316 - Registered Nurse IV	39.25
12317 - Scheduler (Drug and Alcohol Testing)	25.01
12320 - Substance Abuse Treatment Counselor	26.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	20.81

13050 - Library Aide/Clerk		13.71
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		16.37
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.17
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.20
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13090 - Technical Order Library Clerk		17.22
13110 - Video Teleconference Technician		20.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		33.99
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		29.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		24.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74
15086 - Maintenance Test Pilot Rotary Wing		40.74
15088 - Non-Maintenance Test/Co-Pilot		40.74
15090 - Technical Instructor		23.66
15095 - Technical Instructor/Course Developer		28.94
15110 - Test Proctor		19.10
15120 - Tutor		19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.50
16030 - Counter Attendant		12.50
16040 - Dry Cleaner		15.02
16070 - Finisher Flatwork Machine		12.50

16090 - Presser Hand 12.50
16110 - Presser Machine Drycleaning 12.50
16130 - Presser Machine Shirts 12.50
16160 - Presser Machine Wearing Apparel Laundry 12.50
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.64
19040 - Tool And Die Maker 30.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.79
21030 - Material Coordinator 23.09
21040 - Material Expediter 23.09
21050 - Material Handling Laborer 13.44
21071 - Order Filler 14.74
21080 - Production Line Worker (Food Processing) 17.79
21110 - Shipping Packer 16.68
21130 - Shipping/Receiving Clerk 16.68
21140 - Store Worker I 13.60
21150 - Stock Clerk 17.63
21210 - Tools And Parts Attendant 17.79
21410 - Warehouse Specialist 17.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.14
23019 - Aircraft Logs and Records Technician 21.12
23021 - Aircraft Mechanic I 24.25
23022 - Aircraft Mechanic II 25.14
23023 - Aircraft Mechanic III 26.02
23040 - Aircraft Mechanic Helper 18.56
23050 - Aircraft Painter 23.22
23060 - Aircraft Servicer 21.12
23070 - Aircraft Survival Flight Equipment Technician 23.22
23080 - Aircraft Worker 22.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.25
23110 - Appliance Mechanic 22.35
23120 - Bicycle Repairer 18.04
23125 - Cable Splicer 39.42
23130 - Carpenter Maintenance 22.02
23140 - Carpet Layer 22.31
23160 - Electrician Maintenance 27.18
23181 - Electronics Technician Maintenance I 26.13
23182 - Electronics Technician Maintenance II 27.85
23183 - Electronics Technician Maintenance III 27.95
23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.25
23310 - Fire Extinguisher Repairer 19.95

23311 - Fuel Distribution System Mechanic 20.90
23312 - Fuel Distribution System Operator 17.00
23370 - General Maintenance Worker 18.72
23380 - Ground Support Equipment Mechanic 24.25
23381 - Ground Support Equipment Servicer 21.12
23382 - Ground Support Equipment Worker 22.31
23391 - Gunsmith I 19.95
23392 - Gunsmith II 22.31
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.16
23430 - Heavy Equipment Mechanic 22.10
23440 - Heavy Equipment Operator 21.19
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 23.22
23470 - Laborer 13.44
23510 - Locksmith 23.22
23530 - Machinery Maintenance Mechanic 24.75
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.14
23593 - Metrology Technician III 26.02
23640 - Millwright 24.67
23710 - Office Appliance Repairer 21.80
23760 - Painter Maintenance 21.36
23790 - Pipefitter Maintenance 26.05
23810 - Plumber Maintenance 24.95
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 24.25
23870 - Scale Mechanic 22.31
23890 - Sheet-Metal Worker Maintenance 19.11
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 28.30
23932 - Telecommunications Mechanic II 29.35
23950 - Telephone Lineman 32.08
23960 - Welder Combination Maintenance 18.18
23965 - Well Driller 24.81
23970 - Woodcraft Worker 24.25
23980 - Woodworker 19.87
24000 - Personal Needs Occupations
24550 - Case Manager 16.84
24570 - Child Care Attendant 13.27
24580 - Child Care Center Clerk 16.55
24610 - Chore Aide 13.21
24620 - Family Readiness And Support Services Coordinator 16.84
24630 - Homemaker 16.84

25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.25
25040 - Sewage Plant Operator		22.10
25070 - Stationary Engineer		24.25
25190 - Ventilation Equipment Tender		18.56
25210 - Water Treatment Plant Operator		22.10
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.71
27007 - Baggage Inspector		14.54
27008 - Corrections Officer		22.23
27010 - Court Security Officer		22.00
27030 - Detection Dog Handler		16.46
27040 - Detention Officer		22.23
27070 - Firefighter		19.97
27101 - Guard I		14.54
27102 - Guard II		16.46
27131 - Police Officer I		22.95
27132 - Police Officer II		25.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.36
28042 - Carnival Equipment Repairer		16.51
28043 - Carnival Worker		12.21
28210 - Gate Attendant/Gate Tender		16.52
28310 - Lifeguard		14.19
28350 - Park Attendant (Aide)		18.68
28510 - Recreation Aide/Health Facility Attendant		13.49
28515 - Recreation Specialist		22.89
28630 - Sports Official		14.87
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.31
29020 - Hatch Tender		22.31
29030 - Line Handler		22.31
29041 - Stevedore I		21.12
29042 - Stevedore II		23.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.85
30023 - Archeological Technician III		23.26
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		25.59
30051 - Cryogenic Technician I		25.77
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75

30081 - Engineering Technician I 15.11
30082 - Engineering Technician II 16.95
30083 - Engineering Technician III 18.96
30084 - Engineering Technician IV 23.50
30085 - Engineering Technician V 28.75
30086 - Engineering Technician VI 34.78
30090 - Environmental Technician 22.85
30095 - Evidence Control Specialist 23.26
30210 - Laboratory Technician 21.59
30221 - Latent Fingerprint Technician I 25.77
30222 - Latent Fingerprint Technician II 28.46
30240 - Mathematical Technician 25.23
30361 - Paralegal/Legal Assistant I 19.01
30362 - Paralegal/Legal Assistant II 24.39
30363 - Paralegal/Legal Assistant III 28.94
30364 - Paralegal/Legal Assistant IV 36.09
30375 - Petroleum Supply Specialist 28.46
30390 - Photo-Optics Technician 27.08
30395 - Radiation Control Technician 28.46
30461 - Technical Writer I 23.26
30462 - Technical Writer II 28.46
30463 - Technical Writer III 34.43
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.75
30502 - Weather Forecaster II 33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.37
30621 - Weather Observer Senior (see 2) 26.53

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.26
31030 - Bus Driver 20.02
31043 - Driver Courier 16.25
31260 - Parking and Lot Attendant 14.22
31290 - Shuttle Bus Driver 17.46
31310 - Taxi Driver 13.43
31361 - Truckdriver Light 17.46
31362 - Truckdriver Medium 18.48
31363 - Truckdriver Heavy 21.43
31364 - Truckdriver Tractor-Trailer 21.43

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 14.95
99030 - Cashier 12.07
99050 - Desk Clerk 13.29
99095 - Embalmer 27.42
99130 - Flight Follower 25.35

99251 - Laboratory Animal Caretaker I	16.52
99252 - Laboratory Animal Caretaker II	17.53
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.27
99711 - Recycling Specialist	22.23
99730 - Refuse Collector	17.66
99810 - Sales Clerk	13.24
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	18.87
99841 - Vending Machine Repairer	22.68
99842 - Vending Machine Repairer Helper	18.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear""

materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4140
Revision No.: 14
Date Of Last Revision: 04/27/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison Bridport Bristol Cornwall Goshen Granville Hancock Leicester Middlebury New Haven Orwell Panton Ripton Salisbury Shoreham Waltham Weybridge Whiting

BENNINGTON COUNTY: Arlington Bennington Dorset Glastenbury Landgrove Manchester Peru Pownal Readsboro Rupert Sandgate Searsburg Shaftsbury Stamford Sunderland Winhall Woodford

ORANGE COUNTY: Bradford Braintree Brookfield Chelsea Corinth Fairlee Randolph Strafford Thetford Tunbridge Vershire West Fairlee

RUTLAND COUNTY: Benson Brandon Castleton Chittenden Clarendon Danby Fair Haven Hubbardton Ira Mendon Middletown Springs Mount Holly Mount Tabor

Pawlet Pittsfield Poultney Proctor Rutland Sherburne Shrewsbury Sudbury
Tinmouth Wallingford Wells West Haven West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens Brattleboro Brookline Dover Dummerston Grafton
Guilford Halifax Jamaica Londonberry Marlboro Newfane Putney Rockingham
Somerset Stratton Townshend Vernon Wardsboro Westminster Whitingham
Wilmington Windham

WINDSOR COUNTY: Andover Baltimore Barnard Behtel Bridgewater Cavendish
Chester Hartford Hartland Ludlow Norwich Plymouth Pomfret Reading
Rochester Royalton Sharon Springfield Stockbridge Weathersfield West
Windsor Weston Windsor Woodstock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.77
01013 - Accounting Clerk III		18.76
01020 - Administrative Assistant		26.85
01035 - Court Reporter		17.88
01041 - Customer Service Representative I		13.28
01042 - Customer Service Representative II		14.93
01043 - Customer Service Representative III		16.29
01051 - Data Entry Operator I		15.29
01052 - Data Entry Operator II		16.68
01060 - Dispatcher Motor Vehicle		22.56
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		14.76
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		19.93
01141 - Messenger Courier		12.12
01191 - Order Clerk I		15.69
01192 - Order Clerk II		17.12
01261 - Personnel Assistant (Employment) I		16.06
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.03

01270 - Production Control Clerk	23.09
01290 - Rental Clerk	15.60
01300 - Scheduler Maintenance	15.98
01311 - Secretary I	15.98
01312 - Secretary II	17.88
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	20.16
01410 - Supply Technician	26.85
01420 - Survey Worker	19.54
01460 - Switchboard Operator/Receptionist	15.12
01531 - Travel Clerk I	15.77
01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.06
01611 - Word Processor I	14.24
01612 - Word Processor II	15.98
01613 - Word Processor III	17.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.45
05010 - Automotive Electrician	19.84
05040 - Automotive Glass Installer	19.05
05070 - Automotive Worker	19.05
05110 - Mobile Equipment Servicer	17.04
05130 - Motor Equipment Metal Mechanic	20.71
05160 - Motor Equipment Metal Worker	19.05
05190 - Motor Vehicle Mechanic	20.71
05220 - Motor Vehicle Mechanic Helper	15.85
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	19.05
05310 - Painter Automotive	19.84
05340 - Radiator Repair Specialist	19.05
05370 - Tire Repairer	16.68
05400 - Transmission Repair Specialist	20.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	15.63
07042 - Cook II	17.48
07070 - Dishwasher	13.65
07130 - Food Service Worker	12.91
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	13.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.09
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	15.66
09090 - Furniture Refinisher Helper	13.61
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.07
11060 - Elevator Operator	16.31

11090 - Gardener	19.70
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	12.80
11260 - Pruner	14.56
11270 - Tractor Operator	18.33
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.92
12012 - Certified Occupational Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	27.79
12020 - Dental Assistant	22.04
12025 - Dental Hygienist	35.95
12030 - EKG Technician	30.60
12035 - Electroneurodiagnostic Technologist	30.60
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	18.04
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	17.49
12190 - Medical Record Technician	21.53
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	20.19
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	17.08
12280 - Phlebotomist	17.06
12305 - Radiologic Technologist	29.91
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II Specialist	28.02
12314 - Registered Nurse III	32.75
12315 - Registered Nurse III Anesthetist	32.75
12316 - Registered Nurse IV	39.25
12317 - Scheduler (Drug and Alcohol Testing)	25.01
12320 - Substance Abuse Treatment Counselor	26.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99
13041 - Illustrator I	20.19

13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		13.71
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		16.37
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.17
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.20
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13090 - Technical Order Library Clerk		17.22
13110 - Video Teleconference Technician		20.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.10
15020 - Aircrew Training Devices Instructor (Rated)		33.99
15030 - Air Crew Training Devices Instructor (Pilot)		40.74
15050 - Computer Based Training Specialist / Instructor		28.10
15060 - Educational Technologist		29.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		24.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.74
15086 - Maintenance Test Pilot Rotary Wing		40.74
15088 - Non-Maintenance Test/Co-Pilot		40.74
15090 - Technical Instructor		23.66
15095 - Technical Instructor/Course Developer		28.94
15110 - Test Proctor		19.10
15120 - Tutor		19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.50

16030 - Counter Attendant 12.50
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 12.50
16090 - Presser Hand 12.50
16110 - Presser Machine Drycleaning 12.50
16130 - Presser Machine Shirts 12.50
16160 - Presser Machine Wearing Apparel Laundry 12.50
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.64
19040 - Tool And Die Maker 30.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.79
21030 - Material Coordinator 23.09
21040 - Material Expediter 23.09
21050 - Material Handling Laborer 13.44
21071 - Order Filler 14.74
21080 - Production Line Worker (Food Processing) 17.79
21110 - Shipping Packer 16.68
21130 - Shipping/Receiving Clerk 16.68
21140 - Store Worker I 13.60
21150 - Stock Clerk 17.63
21210 - Tools And Parts Attendant 17.79
21410 - Warehouse Specialist 17.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.14
23019 - Aircraft Logs and Records Technician 21.12
23021 - Aircraft Mechanic I 24.25
23022 - Aircraft Mechanic II 25.14
23023 - Aircraft Mechanic III 26.02
23040 - Aircraft Mechanic Helper 18.56
23050 - Aircraft Painter 23.22
23060 - Aircraft Servicer 21.12
23070 - Aircraft Survival Flight Equipment Technician 23.22
23080 - Aircraft Worker 22.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.25
23110 - Appliance Mechanic 22.35
23120 - Bicycle Repairer 18.04
23125 - Cable Splicer 39.42
23130 - Carpenter Maintenance 22.02
23140 - Carpet Layer 22.31
23160 - Electrician Maintenance 27.18
23181 - Electronics Technician Maintenance I 26.13
23182 - Electronics Technician Maintenance II 27.85
23183 - Electronics Technician Maintenance III 27.95

23260 - Fabric Worker 21.12
23290 - Fire Alarm System Mechanic 24.25
23310 - Fire Extinguisher Repairer 19.95
23311 - Fuel Distribution System Mechanic 20.90
23312 - Fuel Distribution System Operator 17.00
23370 - General Maintenance Worker 18.72
23380 - Ground Support Equipment Mechanic 24.25
23381 - Ground Support Equipment Servicer 21.12
23382 - Ground Support Equipment Worker 22.31
23391 - Gunsmith I 19.95
23392 - Gunsmith II 22.31
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.16
23430 - Heavy Equipment Mechanic 22.10
23440 - Heavy Equipment Operator 21.19
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 23.22
23470 - Laborer 13.44
23510 - Locksmith 23.22
23530 - Machinery Maintenance Mechanic 24.75
23550 - Machinist Maintenance 21.29
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.14
23593 - Metrology Technician III 26.02
23640 - Millwright 24.67
23710 - Office Appliance Repairer 21.80
23760 - Painter Maintenance 21.36
23790 - Pipefitter Maintenance 26.05
23810 - Plumber Maintenance 24.95
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 24.25
23870 - Scale Mechanic 22.31
23890 - Sheet-Metal Worker Maintenance 19.11
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 28.30
23932 - Telecommunications Mechanic II 29.35
23950 - Telephone Lineman 32.08
23960 - Welder Combination Maintenance 18.18
23965 - Well Driller 24.81
23970 - Woodcraft Worker 24.25
23980 - Woodworker 19.87
24000 - Personal Needs Occupations
24550 - Case Manager 16.84
24570 - Child Care Attendant 13.27
24580 - Child Care Center Clerk 16.55
24610 - Chore Aide 13.21

24620 - Family Readiness And Support Services Coordinator	16.84
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.25
25040 - Sewage Plant Operator	22.10
25070 - Stationary Engineer	24.25
25190 - Ventilation Equipment Tender	18.56
25210 - Water Treatment Plant Operator	22.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.71
27007 - Baggage Inspector	14.54
27008 - Corrections Officer	22.23
27010 - Court Security Officer	22.00
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	22.23
27070 - Firefighter	19.97
27101 - Guard I	14.54
27102 - Guard II	16.46
27131 - Police Officer I	22.95
27132 - Police Officer II	25.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.36
28042 - Carnival Equipment Repairer	16.51
28043 - Carnival Worker	12.21
28210 - Gate Attendant/Gate Tender	16.52
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	18.68
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.89
28630 - Sports Official	14.87
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.31
29020 - Hatch Tender	22.31
29030 - Line Handler	22.31
29041 - Stevedore I	21.12
29042 - Stevedore II	23.22
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	23.26
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	25.59
30051 - Cryogenic Technician I	25.77
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	18.73

30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		22.85
30095 - Evidence Control Specialist		23.26
30210 - Laboratory Technician		21.59
30221 - Latent Fingerprint Technician I		25.77
30222 - Latent Fingerprint Technician II		28.46
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		28.46
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		28.46
30461 - Technical Writer I		23.26
30462 - Technical Writer II		28.46
30463 - Technical Writer III		34.43
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.75
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.26
31030 - Bus Driver		20.02
31043 - Driver Courier		16.25
31260 - Parking and Lot Attendant		14.22
31290 - Shuttle Bus Driver		17.46
31310 - Taxi Driver		13.43
31361 - Truckdriver Light		17.46
31362 - Truckdriver Medium		18.48
31363 - Truckdriver Heavy		21.43
31364 - Truckdriver Tractor-Trailer		21.43
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		12.07

99050 - Desk Clerk	13.29
99095 - Embalmer	27.42
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	16.52
99252 - Laboratory Animal Caretaker II	17.53
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.27
99711 - Recycling Specialist	22.23
99730 - Refuse Collector	17.66
99810 - Sales Clerk	13.24
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	18.87
99841 - Vending Machine Repairer	22.68
99842 - Vending Machine Repairer Helper	18.87

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made

the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy

of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4141
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following towns cities and gores in the following VERMONT counties:

CALEDONIA COUNTY: Barnet Burke Danville Groton Hardwich Kirby Lyndon Newark Peacham Ryegate Sheffield St. Johnsbury Stannard Sutton Walden Waterford Wheelock

CHITTENDEN COUNTY: Buel's

ESSEX COUNTY: Averill Avery's Bloomfield Brighton Brunswick Canaan Concord East Haven Ferdinand Granby Guildhall Lemington Lewis Lunenburg Maidstone Norton Victory Warner's Warren's

FRANKLIN COUNTY: Bakersfield Berkshire Enosburg Fairfield Franklin Highgate Montgomery Richford Sheldon

GRAND ISLE COUNTY: Alburg Isle La Motte

LAMOILLE COUNTY: Belvidere Eden Elmore Hyde Park Johnson Morristown
Stowe Waterville Wolcott

ORANGE COUNTY: Newbury Orange Topsham Washington Williamstown

ORLEANS COUNTY: Albanu Barton Brownington Charleston Coventry Craftsbury
Derby Glover Greensboro Holland Irasburg Jay Lowell Morgan Newport
city Newport town Troy Westfield Westmore

WASHINGTON COUNTY: Barre city Barre town Berlin Cabot Calais East
Montpelier Fayston Marshfield Middlesex Montpelier Moretown Northfield
Plainfield Waitsfield Warren Waterbury Woodbury Worcester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96
01012 - Accounting Clerk II		17.91
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		27.07
01035 - Court Reporter		17.38
01041 - Customer Service Representative I		14.89
01042 - Customer Service Representative II		16.74
01043 - Customer Service Representative III		18.26
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		13.84
01090 - Duplicating Machine Operator		13.84
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.08
01141 - Messenger Courier		15.94
01191 - Order Clerk I		17.76
01192 - Order Clerk II		19.37
01261 - Personnel Assistant (Employment) I		16.53
01262 - Personnel Assistant (Employment) II		18.50

01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 23.55
01290 - Rental Clerk 16.27
01300 - Scheduler Maintenance 16.09
01311 - Secretary I 16.09
01312 - Secretary II 18.01
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 19.52
01410 - Supply Technician 27.07
01420 - Survey Worker 17.49
01460 - Switchboard Operator/Receptionist 15.24
01531 - Travel Clerk I 14.66
01532 - Travel Clerk II 15.97
01533 - Travel Clerk III 17.38
01611 - Word Processor I 13.84
01612 - Word Processor II 15.53
01613 - Word Processor III 17.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.43
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.75
05130 - Motor Equipment Metal Mechanic 17.95
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 17.95
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.51
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 14.74
05400 - Transmission Repair Specialist 17.95
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 14.24
07042 - Cook II 15.77
07070 - Dishwasher 12.76
07130 - Food Service Worker 12.88
07210 - Meat Cutter 16.94
07260 - Waiter/Waitress 13.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.33
09040 - Furniture Handler 16.21
09080 - Furniture Refinisher 21.46
09090 - Furniture Refinisher Helper 18.18
09110 - Furniture Repairer Minor 20.17
09130 - Upholsterer 21.82
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.85

11060 - Elevator Operator	14.38
11090 - Gardener	20.13
11122 - Housekeeping Aide	14.38
11150 - Janitor	14.38
11210 - Laborer Grounds Maintenance	17.01
11240 - Maid or Houseman	12.73
11260 - Pruner	15.94
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	17.01
11360 - Window Cleaner	15.33
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	23.62
12012 - Certified Occupational Therapist Assistant	30.35
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	19.19
12025 - Dental Hygienist	38.43
12030 - EKG Technician	33.76
12035 - Electroneurodiagnostic Technologist	33.76
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	19.91
12072 - Licensed Practical Nurse II	22.28
12073 - Licensed Practical Nurse III	24.83
12100 - Medical Assistant	17.33
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	17.55
12190 - Medical Record Technician	21.60
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	48.95
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	22.28
12236 - Optical Technician	19.91
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	16.72
12305 - Radiologic Technologist	29.15
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II Specialist	28.02
12314 - Registered Nurse III	33.64
12315 - Registered Nurse III Anesthetist	33.64
12316 - Registered Nurse IV	40.01
12317 - Scheduler (Drug and Alcohol Testing)	27.60
12320 - Substance Abuse Treatment Counselor	24.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	18.80
13013 - Exhibits Specialist III	22.99

13041 - Illustrator I		20.19
13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		15.38
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		33.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		28.84
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		23.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.87
15086 - Maintenance Test Pilot Rotary Wing		40.87
15088 - Non-Maintenance Test/Co-Pilot		40.87
15090 - Technical Instructor		22.34
15095 - Technical Instructor/Course Developer		27.34
15110 - Test Proctor		18.03
15120 - Tutor		18.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		

16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 26.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.83
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 14.35
21150 - Stock Clerk 17.38
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.54
23019 - Aircraft Logs and Records Technician 20.17
23021 - Aircraft Mechanic I 23.43
23022 - Aircraft Mechanic II 24.54
23023 - Aircraft Mechanic III 25.55
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.33
23060 - Aircraft Servicer 20.17
23070 - Aircraft Survival Flight Equipment Technician 22.33
23080 - Aircraft Worker 21.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.43
23110 - Appliance Mechanic 22.33
23120 - Bicycle Repairer 19.19
23125 - Cable Splicer 38.32
23130 - Carpenter Maintenance 20.25
23140 - Carpet Layer 21.25
23160 - Electrician Maintenance 21.52
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.32

23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 20.17
23290 - Fire Alarm System Mechanic 23.43
23310 - Fire Extinguisher Repairer 19.19
23311 - Fuel Distribution System Mechanic 23.43
23312 - Fuel Distribution System Operator 19.19
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 23.43
23381 - Ground Support Equipment Servicer 20.17
23382 - Ground Support Equipment Worker 21.25
23391 - Gunsmith I 19.19
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.63
23430 - Heavy Equipment Mechanic 20.42
23440 - Heavy Equipment Operator 20.67
23460 - Instrument Mechanic 23.43
23465 - Laboratory/Shelter Mechanic 22.33
23470 - Laborer 13.77
23510 - Locksmith 22.33
23530 - Machinery Maintenance Mechanic 23.72
23550 - Machinist Maintenance 20.06
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 23.43
23592 - Metrology Technician II 24.54
23593 - Metrology Technician III 25.55
23640 - Millwright 22.69
23710 - Office Appliance Repairer 22.33
23760 - Painter Maintenance 18.45
23790 - Pipefitter Maintenance 23.56
23810 - Plumber Maintenance 22.46
23820 - Pneudraulic Systems Mechanic 23.43
23850 - Rigger 23.43
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 23.43
23910 - Small Engine Mechanic 16.38
23931 - Telecommunications Mechanic I 27.19
23932 - Telecommunications Mechanic II 28.25
23950 - Telephone Lineman 34.43
23960 - Welder Combination Maintenance 21.03
23965 - Well Driller 23.43
23970 - Woodcraft Worker 23.43
23980 - Woodworker 19.19
24000 - Personal Needs Occupations
24550 - Case Manager 16.95
24570 - Child Care Attendant 14.72
24580 - Child Care Center Clerk 18.18

24610 - Chore Aide		12.99
24620 - Family Readiness And Support Services Coordinator		16.95
24630 - Homemaker		16.95
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.43
25040 - Sewage Plant Operator		24.09
25070 - Stationary Engineer		23.43
25190 - Ventilation Equipment Tender		18.18
25210 - Water Treatment Plant Operator		24.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.00
27007 - Baggage Inspector		15.14
27008 - Corrections Officer		22.06
27010 - Court Security Officer		18.99
27030 - Detection Dog Handler		16.94
27040 - Detention Officer		22.06
27070 - Firefighter		20.03
27101 - Guard I		15.14
27102 - Guard II		16.94
27131 - Police Officer I		22.14
27132 - Police Officer II		24.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.24
28042 - Carnival Equipment Repairer		16.08
28043 - Carnival Worker		12.74
28210 - Gate Attendant/Gate Tender		17.81
28310 - Lifeguard		15.83
28350 - Park Attendant (Aide)		19.93
28510 - Recreation Aide/Health Facility Attendant		14.54
28515 - Recreation Specialist		24.68
28630 - Sports Official		15.86
28690 - Swimming Pool Operator		18.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.19
29020 - Hatch Tender		25.19
29030 - Line Handler		25.19
29041 - Stevedore I		23.91
29042 - Stevedore II		26.47
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.73
30022 - Archeological Technician II		21.85
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		27.38
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.37

30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		23.20
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		20.88
30221 - Latent Fingerprint Technician I		25.69
30222 - Latent Fingerprint Technician II		28.37
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		28.37
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		28.37
30461 - Technical Writer I		23.20
30462 - Technical Writer II		28.37
30463 - Technical Writer III		34.33
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.75
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.07
31030 - Bus Driver		18.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		14.13
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		14.77
31361 - Truckdriver Light		14.74
31362 - Truckdriver Medium		16.10
31363 - Truckdriver Heavy		19.76
31364 - Truckdriver Tractor-Trailer		19.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95

99030 - Cashier	11.83
99050 - Desk Clerk	14.58
99095 - Embalmer	27.42
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.02
99252 - Laboratory Animal Caretaker II	15.94
99260 - Marketing Analyst	29.33
99310 - Mortician	27.42
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.94
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	20.92
99831 - Surveying Aide	13.85
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	18.37
99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	18.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
	Wage Determination No.: 2015-4142 Revision No.: 15 Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

This wage determination applies to the following towns cities and gores in the following VERMONT counties:

CALEDONIA COUNTY: Barnet Burke Danville Groton Hardwich Kirby Lyndon Newark Peacham Ryegate Sheffield St. Johnsbury Stannard Sutton Walden Waterford Wheelock

CHITTENDEN COUNTY: Buel's

ESSEX COUNTY: Averill Avery's Bloomfield Brighton Brunswick Canaan Concord East Haven Ferdinand Granby Guildhall Lemington Lewis Lunenburg Maidstone Norton Victory Warner's Warren's

FRANKLIN COUNTY: Bakersfield Berkshire Enosburg Fairfield Franklin Highgate Montgomery Richford Sheldon

GRAND ISLE COUNTY: Alburg Isle La Motte

LAMOILLE COUNTY: Belvidere Eden Elmore Hyde Park Johnson Morristown
Stowe Waterville Wolcott

ORANGE COUNTY: Newbury Orange Topsham Washington Williamstown

ORLEANS COUNTY: Albanu Barton Brownington Charleston Coventry Craftsbury
Derby Glover Greensboro Holland Irasburg Jay Lowell Morgan Newport
city Newport town Troy Westfield Westmore

WASHINGTON COUNTY: Barre city Barre town Berlin Cabot Calais East
Montpelier Fayston Marshfield Middlesex Montpelier Moretown Northfield
Plainfield Waitsfield Warren Waterbury Woodbury Worcester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96
01012 - Accounting Clerk II		17.91
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		27.07
01035 - Court Reporter		17.38
01041 - Customer Service Representative I		14.89
01042 - Customer Service Representative II		16.74
01043 - Customer Service Representative III		18.26
01051 - Data Entry Operator I		15.11
01052 - Data Entry Operator II		16.48
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		13.84
01090 - Duplicating Machine Operator		13.84
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		20.08
01141 - Messenger Courier		15.94
01191 - Order Clerk I		17.76

01192 - Order Clerk II 19.37
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.50
01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 23.55
01290 - Rental Clerk 16.27
01300 - Scheduler Maintenance 16.09
01311 - Secretary I 16.09
01312 - Secretary II 18.01
01313 - Secretary III 20.08
01320 - Service Order Dispatcher 19.52
01410 - Supply Technician 27.07
01420 - Survey Worker 17.49
01460 - Switchboard Operator/Receptionist 15.24
01531 - Travel Clerk I 14.66
01532 - Travel Clerk II 15.97
01533 - Travel Clerk III 17.38
01611 - Word Processor I 13.84
01612 - Word Processor II 15.53
01613 - Word Processor III 17.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.43
05010 - Automotive Electrician 17.11
05040 - Automotive Glass Installer 16.28
05070 - Automotive Worker 16.28
05110 - Mobile Equipment Servicer 14.75
05130 - Motor Equipment Metal Mechanic 17.95
05160 - Motor Equipment Metal Worker 16.28
05190 - Motor Vehicle Mechanic 17.95
05220 - Motor Vehicle Mechanic Helper 13.98
05250 - Motor Vehicle Upholstery Worker 15.51
05280 - Motor Vehicle Wrecker 16.28
05310 - Painter Automotive 17.11
05340 - Radiator Repair Specialist 16.28
05370 - Tire Repairer 14.74
05400 - Transmission Repair Specialist 17.95
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 14.24
07042 - Cook II 15.77
07070 - Dishwasher 12.76
07130 - Food Service Worker 12.88
07210 - Meat Cutter 16.94
07260 - Waiter/Waitress 13.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.33
09040 - Furniture Handler 16.21
09080 - Furniture Refinisher 21.46
09090 - Furniture Refinisher Helper 18.18
09110 - Furniture Repairer Minor 20.17

09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.85
11060 - Elevator Operator	14.38
11090 - Gardener	20.13
11122 - Housekeeping Aide	14.38
11150 - Janitor	14.38
11210 - Laborer Grounds Maintenance	17.01
11240 - Maid or Houseman	12.73
11260 - Pruner	15.94
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	17.01
11360 - Window Cleaner	15.33
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	23.62
12012 - Certified Occupational Therapist Assistant	30.35
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	19.19
12025 - Dental Hygienist	38.43
12030 - EKG Technician	33.76
12035 - Electroneurodiagnostic Technologist	33.76
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	19.91
12072 - Licensed Practical Nurse II	22.28
12073 - Licensed Practical Nurse III	24.83
12100 - Medical Assistant	17.33
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	17.55
12190 - Medical Record Technician	21.60
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	48.95
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	22.28
12236 - Optical Technician	19.91
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	16.72
12305 - Radiologic Technologist	29.15
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II Specialist	28.02
12314 - Registered Nurse III	33.64
12315 - Registered Nurse III Anesthetist	33.64
12316 - Registered Nurse IV	40.01
12317 - Scheduler (Drug and Alcohol Testing)	27.60
12320 - Substance Abuse Treatment Counselor	24.16
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		18.80
13013 - Exhibits Specialist III		22.99
13041 - Illustrator I		20.19
13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		13.23
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		15.38
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1)	22.88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		26.06
14170 - System Support Specialist		33.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		28.84
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		23.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.87
15086 - Maintenance Test Pilot Rotary Wing		40.87
15088 - Non-Maintenance Test/Co-Pilot		40.87
15090 - Technical Instructor		22.34
15095 - Technical Instructor/Course Developer		27.34

15110 - Test Proctor 18.03
15120 - Tutor 18.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.33
19040 - Tool And Die Maker 26.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 13.77
21071 - Order Filler 14.83
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 14.35
21150 - Stock Clerk 17.38
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.54
23019 - Aircraft Logs and Records Technician 20.17
23021 - Aircraft Mechanic I 23.43
23022 - Aircraft Mechanic II 24.54
23023 - Aircraft Mechanic III 25.55
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 22.33
23060 - Aircraft Servicer 20.17
23070 - Aircraft Survival Flight Equipment Technician 22.33
23080 - Aircraft Worker 21.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.43
23110 - Appliance Mechanic 22.33
23120 - Bicycle Repairer 19.19
23125 - Cable Splicer 38.32
23130 - Carpenter Maintenance 20.25
23140 - Carpet Layer 21.25

23160 - Electrician Maintenance 21.52
23181 - Electronics Technician Maintenance I 23.75
23182 - Electronics Technician Maintenance II 25.32
23183 - Electronics Technician Maintenance III 25.41
23260 - Fabric Worker 20.17
23290 - Fire Alarm System Mechanic 23.43
23310 - Fire Extinguisher Repairer 19.19
23311 - Fuel Distribution System Mechanic 23.43
23312 - Fuel Distribution System Operator 19.19
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 23.43
23381 - Ground Support Equipment Servicer 20.17
23382 - Ground Support Equipment Worker 21.25
23391 - Gunsmith I 19.19
23392 - Gunsmith II 21.25
23393 - Gunsmith III 23.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.63
23430 - Heavy Equipment Mechanic 20.42
23440 - Heavy Equipment Operator 20.67
23460 - Instrument Mechanic 23.43
23465 - Laboratory/Shelter Mechanic 22.33
23470 - Laborer 13.77
23510 - Locksmith 22.33
23530 - Machinery Maintenance Mechanic 23.72
23550 - Machinist Maintenance 20.06
23580 - Maintenance Trades Helper 14.73
23591 - Metrology Technician I 23.43
23592 - Metrology Technician II 24.54
23593 - Metrology Technician III 25.55
23640 - Millwright 22.69
23710 - Office Appliance Repairer 22.33
23760 - Painter Maintenance 18.45
23790 - Pipefitter Maintenance 23.56
23810 - Plumber Maintenance 22.46
23820 - Pneudraulic Systems Mechanic 23.43
23850 - Rigger 23.43
23870 - Scale Mechanic 21.25
23890 - Sheet-Metal Worker Maintenance 23.43
23910 - Small Engine Mechanic 16.38
23931 - Telecommunications Mechanic I 27.19
23932 - Telecommunications Mechanic II 28.25
23950 - Telephone Lineman 34.43
23960 - Welder Combination Maintenance 21.03
23965 - Well Driller 23.43
23970 - Woodcraft Worker 23.43
23980 - Woodworker 19.19
24000 - Personal Needs Occupations

24550 - Case Manager	16.95
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	18.18
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	16.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.43
25040 - Sewage Plant Operator	24.09
25070 - Stationary Engineer	23.43
25190 - Ventilation Equipment Tender	18.18
25210 - Water Treatment Plant Operator	24.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	15.14
27008 - Corrections Officer	22.06
27010 - Court Security Officer	18.99
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	22.06
27070 - Firefighter	20.03
27101 - Guard I	15.14
27102 - Guard II	16.94
27131 - Police Officer I	22.14
27132 - Police Officer II	24.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.24
28042 - Carnival Equipment Repairer	16.08
28043 - Carnival Worker	12.74
28210 - Gate Attendant/Gate Tender	17.81
28310 - Lifeguard	15.83
28350 - Park Attendant (Aide)	19.93
28510 - Recreation Aide/Health Facility Attendant	14.54
28515 - Recreation Specialist	24.68
28630 - Sports Official	15.86
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	23.91
29042 - Stevedore II	26.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	26.50

30040 - Civil Engineering Technician		27.38
30051 - Cryogenic Technician I		25.69
30052 - Cryogenic Technician II		28.37
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		23.20
30095 - Evidence Control Specialist		23.20
30210 - Laboratory Technician		20.88
30221 - Latent Fingerprint Technician I		25.69
30222 - Latent Fingerprint Technician II		28.37
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30375 - Petroleum Supply Specialist		28.37
30390 - Photo-Optics Technician		27.08
30395 - Radiation Control Technician		28.37
30461 - Technical Writer I		23.20
30462 - Technical Writer II		28.37
30463 - Technical Writer III		34.33
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.75
30502 - Weather Forecaster II		33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.07
31030 - Bus Driver		18.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		14.13
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		14.77
31361 - Truckdriver Light		14.74
31362 - Truckdriver Medium		16.10
31363 - Truckdriver Heavy		19.76

31364 - Truckdriver Tractor-Trailer	19.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.83
99050 - Desk Clerk	14.58
99095 - Embalmer	27.42
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.02
99252 - Laboratory Animal Caretaker II	15.94
99260 - Marketing Analyst	29.33
99310 - Mortician	27.42
99410 - Pest Controller	20.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.94
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	20.92
99831 - Surveying Aide	13.85
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	18.37
99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	18.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4143
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.53
01012 - Accounting Clerk II		18.56
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		30.78
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.34
01043 - Customer Service Representative III		17.83
01051 - Data Entry Operator I		15.03
01052 - Data Entry Operator II		16.39
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		13.90
01112 - General Clerk II		15.16

01113 - General Clerk III 17.02
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 16.05
01191 - Order Clerk I 13.32
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.16
01263 - Personnel Assistant (Employment) III 22.47
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 14.36
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 30.78
01420 - Survey Worker 16.25
01460 - Switchboard Operator/Receptionist 15.63
01531 - Travel Clerk I 14.61
01532 - Travel Clerk II 15.77
01533 - Travel Clerk III 16.93
01611 - Word Processor I 14.81
01612 - Word Processor II 16.62
01613 - Word Processor III 18.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.02
05010 - Automotive Electrician 20.32
05040 - Automotive Glass Installer 19.09
05070 - Automotive Worker 19.09
05110 - Mobile Equipment Servicer 16.68
05130 - Motor Equipment Metal Mechanic 21.42
05160 - Motor Equipment Metal Worker 19.09
05190 - Motor Vehicle Mechanic 21.42
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 17.99
05280 - Motor Vehicle Wrecker 19.09
05310 - Painter Automotive 20.32
05340 - Radiator Repair Specialist 19.09
05370 - Tire Repairer 18.28
05400 - Transmission Repair Specialist 21.42
07000 - Food Preparation And Service Occupations
07010 - Baker 15.00
07041 - Cook I 15.18
07042 - Cook II 17.37
07070 - Dishwasher 11.86
07130 - Food Service Worker 12.61
07210 - Meat Cutter 18.14
07260 - Waiter/Waitress 12.29
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.76

09040 - Furniture Handler 13.47
09080 - Furniture Refinisher 19.76
09090 - Furniture Refinisher Helper 16.01
09110 - Furniture Repairer Minor 18.19
09130 - Upholsterer 19.76
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.55
11060 - Elevator Operator 12.55
11090 - Gardener 21.46
11122 - Housekeeping Aide 13.53
11150 - Janitor 13.53
11210 - Laborer Grounds Maintenance 16.36
11240 - Maid or Houseman 12.07
11260 - Pruner 14.65
11270 - Tractor Operator 19.78
11330 - Trail Maintenance Worker 16.36
11360 - Window Cleaner 15.11
12000 - Health Occupations
12010 - Ambulance Driver 20.07
12011 - Breath Alcohol Technician 19.20
12012 - Certified Occupational Therapist Assistant 24.11
12015 - Certified Physical Therapist Assistant 25.24
12020 - Dental Assistant 21.09
12025 - Dental Hygienist 34.22
12030 - EKG Technician 26.42
12035 - Electroneurodiagnostic Technologist 26.42
12040 - Emergency Medical Technician 20.07
12071 - Licensed Practical Nurse I 17.16
12072 - Licensed Practical Nurse II 19.20
12073 - Licensed Practical Nurse III 21.40
12100 - Medical Assistant 16.60
12130 - Medical Laboratory Technician 25.61
12160 - Medical Record Clerk 16.72
12190 - Medical Record Technician 20.58
12195 - Medical Transcriptionist 19.72
12210 - Nuclear Medicine Technologist 41.75
12221 - Nursing Assistant I 11.25
12222 - Nursing Assistant II 12.65
12223 - Nursing Assistant III 13.80
12224 - Nursing Assistant IV 15.49
12235 - Optical Dispenser 27.51
12236 - Optical Technician 20.45
12250 - Pharmacy Technician 15.28
12280 - Phlebotomist 15.95
12305 - Radiologic Technologist 29.64
12311 - Registered Nurse I 23.10
12312 - Registered Nurse II 28.26
12313 - Registered Nurse II Specialist 28.26
12314 - Registered Nurse III 34.19
12315 - Registered Nurse III Anesthetist 34.19

12316 - Registered Nurse IV		40.98
12317 - Scheduler (Drug and Alcohol Testing)		24.86
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.65
13012 - Exhibits Specialist II		26.82
13013 - Exhibits Specialist III		32.80
13041 - Illustrator I		21.65
13042 - Illustrator II		26.82
13043 - Illustrator III		33.49
13047 - Librarian		29.70
13050 - Library Aide/Clerk		15.33
13054 - Library Information Technology Systems Administrator		26.82
13058 - Library Technician		16.62
13061 - Media Specialist I		19.34
13062 - Media Specialist II		21.65
13063 - Media Specialist III		24.13
13071 - Photographer I		17.13
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		19.26
13110 - Video Teleconference Technician		22.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.57
14042 - Computer Operator II		18.54
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.96
14045 - Computer Operator V		25.43
14071 - Computer Programmer I	(see 1)	20.30
14072 - Computer Programmer II	(see 1)	25.13
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.57
14160 - Personal Computer Support Technician		22.96
14170 - System Support Specialist		32.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		34.10
15070 - Flight Instructor (Pilot)		39.22
15080 - Graphic Artist		25.31
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.61

15086 - Maintenance Test Pilot Rotary Wing 38.61
15088 - Non-Maintenance Test/Co-Pilot 38.61
15090 - Technical Instructor 25.51
15095 - Technical Instructor/Course Developer 31.21
15110 - Test Proctor 20.60
15120 - Tutor 20.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.94
19040 - Tool And Die Maker 30.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.47
21030 - Material Coordinator 22.79
21040 - Material Expediter 22.79
21050 - Material Handling Laborer 16.38
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 19.47
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 13.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 19.47
21410 - Warehouse Specialist 19.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.96
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 27.03
23022 - Aircraft Mechanic II 27.96
23023 - Aircraft Mechanic III 29.04
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.65
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.65
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.03
23110 - Appliance Mechanic 26.58

23120 - Bicycle Repairer	22.94
23125 - Cable Splicer	41.64
23130 - Carpenter Maintenance	26.23
23140 - Carpet Layer	26.26
23160 - Electrician Maintenance	30.31
23181 - Electronics Technician Maintenance I	26.23
23182 - Electronics Technician Maintenance II	27.92
23183 - Electronics Technician Maintenance III	29.42
23260 - Fabric Worker	24.75
23290 - Fire Alarm System Mechanic	22.81
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System Mechanic	38.31
23312 - Fuel Distribution System Operator	31.45
23370 - General Maintenance Worker	19.72
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	22.94
23392 - Gunsmith II	26.26
23393 - Gunsmith III	29.46
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.33
23430 - Heavy Equipment Mechanic	27.58
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	31.47
23465 - Laboratory/Shelter Mechanic	27.95
23470 - Laborer	16.38
23510 - Locksmith	23.91
23530 - Machinery Maintenance Mechanic	28.41
23550 - Machinist Maintenance	23.35
23580 - Maintenance Trades Helper	18.92
23591 - Metrology Technician I	31.47
23592 - Metrology Technician II	32.56
23593 - Metrology Technician III	33.81
23640 - Millwright	31.67
23710 - Office Appliance Repairer	20.69
23760 - Painter Maintenance	21.85
23790 - Pipefitter Maintenance	36.63
23810 - Plumber Maintenance	33.79
23820 - Pneudraulic Systems Mechanic	29.46
23850 - Rigger	29.46
23870 - Scale Mechanic	26.26
23890 - Sheet-Metal Worker Maintenance	30.42
23910 - Small Engine Mechanic	18.28
23931 - Telecommunications Mechanic I	35.09
23932 - Telecommunications Mechanic II	36.32
23950 - Telephone Lineman	32.34
23960 - Welder Combination Maintenance	23.88

23965 - Well Driller		29.46
23970 - Woodcraft Worker		29.46
23980 - Woodworker		22.94
24000 - Personal Needs Occupations		
24550 - Case Manager		18.00
24570 - Child Care Attendant		12.15
24580 - Child Care Center Clerk		15.16
24610 - Chore Aide		13.02
24620 - Family Readiness And Support Services Coordinator		18.00
24630 - Homemaker		18.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.63
25040 - Sewage Plant Operator		24.71
25070 - Stationary Engineer		26.63
25190 - Ventilation Equipment Tender		19.12
25210 - Water Treatment Plant Operator		24.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.46
27007 - Baggage Inspector		15.78
27008 - Corrections Officer		25.16
27010 - Court Security Officer		26.53
27030 - Detection Dog Handler		18.45
27040 - Detention Officer		25.16
27070 - Firefighter		28.83
27101 - Guard I		15.78
27102 - Guard II		18.45
27131 - Police Officer I		29.38
27132 - Police Officer II		32.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.99
28042 - Carnival Equipment Repairer		17.34
28043 - Carnival Worker		11.84
28210 - Gate Attendant/Gate Tender		15.08
28310 - Lifeguard		11.92
28350 - Park Attendant (Aide)		16.87
28510 - Recreation Aide/Health Facility Attendant		12.31
28515 - Recreation Specialist		20.90
28630 - Sports Official		13.43
28690 - Swimming Pool Operator		19.85
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.27
29020 - Hatch Tender		27.27
29030 - Line Handler		27.27
29041 - Stevedore I		25.70
29042 - Stevedore II		29.03
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.96
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.80

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.26
30030 - Cartographic Technician		26.26
30040 - Civil Engineering Technician		26.96
30051 - Cryogenic Technician I		29.08
30052 - Cryogenic Technician II		32.12
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.63
30064 - Drafter/CAD Operator IV		29.08
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.52
30083 - Engineering Technician III		19.60
30084 - Engineering Technician IV		24.29
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.94
30090 - Environmental Technician		25.31
30095 - Evidence Control Specialist		26.26
30210 - Laboratory Technician		28.70
30221 - Latent Fingerprint Technician I		30.14
30222 - Latent Fingerprint Technician II		33.29
30240 - Mathematical Technician		26.26
30361 - Paralegal/Legal Assistant I		18.39
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		27.35
30364 - Paralegal/Legal Assistant IV		33.09
30375 - Petroleum Supply Specialist		32.12
30390 - Photo-Optics Technician		26.26
30395 - Radiation Control Technician		32.12
30461 - Technical Writer I		22.74
30462 - Technical Writer II		27.81
30463 - Technical Writer III		33.65
30491 - Unexploded Ordnance (UXO) Technician I		25.77
30492 - Unexploded Ordnance (UXO) Technician II		31.18
30493 - Unexploded Ordnance (UXO) Technician III		37.37
30494 - Unexploded (UXO) Safety Escort		25.77
30495 - Unexploded (UXO) Sweep Personnel		25.77
30501 - Weather Forecaster I		29.08
30502 - Weather Forecaster II		35.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.63
30621 - Weather Observer Senior	(see 2)	26.26
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.18
31020 - Bus Aide		14.89
31030 - Bus Driver		20.23
31043 - Driver Courier		15.51
31260 - Parking and Lot Attendant		12.66
31290 - Shuttle Bus Driver		16.83

31310 - Taxi Driver	13.97
31361 - Truckdriver Light	16.83
31362 - Truckdriver Medium	18.15
31363 - Truckdriver Heavy	22.35
31364 - Truckdriver Tractor-Trailer	22.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	12.03
99050 - Desk Clerk	12.66
99095 - Embalmer	35.21
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	14.55
99252 - Laboratory Animal Caretaker II	15.78
99260 - Marketing Analyst	32.65
99310 - Mortician	35.21
99410 - Pest Controller	19.61
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.83
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.41
99820 - School Crossing Guard	13.54
99830 - Survey Party Chief	32.49
99831 - Surveying Aide	19.37
99832 - Surveying Technician	29.55
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4144
Revision No.: 15
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Albany Rensselaer Saratoga Schenectady Schoharie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.53
01012 - Accounting Clerk II		18.56
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		30.78
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.34
01043 - Customer Service Representative III		17.83
01051 - Data Entry Operator I		15.03
01052 - Data Entry Operator II		16.39
01060 - Dispatcher Motor Vehicle		21.14
01070 - Document Preparation Clerk		14.71

01090 - Duplicating Machine Operator 14.71
01111 - General Clerk I 13.90
01112 - General Clerk II 15.16
01113 - General Clerk III 17.02
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 16.05
01191 - Order Clerk I 13.32
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 18.01
01262 - Personnel Assistant (Employment) II 20.16
01263 - Personnel Assistant (Employment) III 22.47
01270 - Production Control Clerk 23.21
01290 - Rental Clerk 14.36
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 18.90
01410 - Supply Technician 30.78
01420 - Survey Worker 16.25
01460 - Switchboard Operator/Receptionist 15.63
01531 - Travel Clerk I 14.61
01532 - Travel Clerk II 15.77
01533 - Travel Clerk III 16.93
01611 - Word Processor I 14.81
01612 - Word Processor II 16.62
01613 - Word Processor III 18.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.02
05010 - Automotive Electrician 20.32
05040 - Automotive Glass Installer 19.09
05070 - Automotive Worker 19.09
05110 - Mobile Equipment Servicer 16.68
05130 - Motor Equipment Metal Mechanic 21.42
05160 - Motor Equipment Metal Worker 19.09
05190 - Motor Vehicle Mechanic 21.42
05220 - Motor Vehicle Mechanic Helper 15.38
05250 - Motor Vehicle Upholstery Worker 17.99
05280 - Motor Vehicle Wrecker 19.09
05310 - Painter Automotive 20.32
05340 - Radiator Repair Specialist 19.09
05370 - Tire Repairer 18.28
05400 - Transmission Repair Specialist 21.42
07000 - Food Preparation And Service Occupations
07010 - Baker 15.00
07041 - Cook I 15.18
07042 - Cook II 17.37
07070 - Dishwasher 11.86
07130 - Food Service Worker 12.61
07210 - Meat Cutter 18.14

07260 - Waiter/Waitress	12.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	19.76
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	18.19
09130 - Upholsterer	19.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.55
11060 - Elevator Operator	12.55
11090 - Gardener	21.46
11122 - Housekeeping Aide	13.53
11150 - Janitor	13.53
11210 - Laborer Grounds Maintenance	16.36
11240 - Maid or Houseman	12.07
11260 - Pruner	14.65
11270 - Tractor Operator	19.78
11330 - Trail Maintenance Worker	16.36
11360 - Window Cleaner	15.11
12000 - Health Occupations	
12010 - Ambulance Driver	20.07
12011 - Breath Alcohol Technician	19.20
12012 - Certified Occupational Therapist Assistant	24.11
12015 - Certified Physical Therapist Assistant	25.24
12020 - Dental Assistant	21.09
12025 - Dental Hygienist	34.22
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	20.07
12071 - Licensed Practical Nurse I	17.16
12072 - Licensed Practical Nurse II	19.20
12073 - Licensed Practical Nurse III	21.40
12100 - Medical Assistant	16.60
12130 - Medical Laboratory Technician	25.61
12160 - Medical Record Clerk	16.72
12190 - Medical Record Technician	20.58
12195 - Medical Transcriptionist	19.72
12210 - Nuclear Medicine Technologist	41.75
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.65
12223 - Nursing Assistant III	13.80
12224 - Nursing Assistant IV	15.49
12235 - Optical Dispenser	27.51
12236 - Optical Technician	20.45
12250 - Pharmacy Technician	15.28
12280 - Phlebotomist	15.95
12305 - Radiologic Technologist	29.64
12311 - Registered Nurse I	23.10
12312 - Registered Nurse II	28.26

12313 - Registered Nurse II Specialist		28.26
12314 - Registered Nurse III		34.19
12315 - Registered Nurse III Anesthetist		34.19
12316 - Registered Nurse IV		40.98
12317 - Scheduler (Drug and Alcohol Testing)		24.86
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.65
13012 - Exhibits Specialist II		26.82
13013 - Exhibits Specialist III		32.80
13041 - Illustrator I		21.65
13042 - Illustrator II		26.82
13043 - Illustrator III		33.49
13047 - Librarian		29.70
13050 - Library Aide/Clerk		15.33
13054 - Library Information Technology Systems Administrator		26.82
13058 - Library Technician		16.62
13061 - Media Specialist I		19.34
13062 - Media Specialist II		21.65
13063 - Media Specialist III		24.13
13071 - Photographer I		17.13
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		19.26
13110 - Video Teleconference Technician		22.20
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.57
14042 - Computer Operator II		18.54
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.96
14045 - Computer Operator V		25.43
14071 - Computer Programmer I	(see 1)	20.30
14072 - Computer Programmer II	(see 1)	25.13
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.57
14160 - Personal Computer Support Technician		22.96
14170 - System Support Specialist		32.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		34.10

15070 - Flight Instructor (Pilot) 39.22
15080 - Graphic Artist 25.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.61
15086 - Maintenance Test Pilot Rotary Wing 38.61
15088 - Non-Maintenance Test/Co-Pilot 38.61
15090 - Technical Instructor 25.51
15095 - Technical Instructor/Course Developer 31.21
15110 - Test Proctor 20.60
15120 - Tutor 20.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.94
19040 - Tool And Die Maker 30.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.47
21030 - Material Coordinator 22.79
21040 - Material Expediter 22.79
21050 - Material Handling Laborer 16.38
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 19.47
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 13.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 19.47
21410 - Warehouse Specialist 19.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.96
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 27.03
23022 - Aircraft Mechanic II 27.96
23023 - Aircraft Mechanic III 29.04
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.65
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.65
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.03
23110 - Appliance Mechanic 26.58
23120 - Bicycle Repairer 22.94
23125 - Cable Splicer 41.64
23130 - Carpenter Maintenance 26.23
23140 - Carpet Layer 26.26
23160 - Electrician Maintenance 30.31
23181 - Electronics Technician Maintenance I 26.23
23182 - Electronics Technician Maintenance II 27.92
23183 - Electronics Technician Maintenance III 29.42
23260 - Fabric Worker 24.75
23290 - Fire Alarm System Mechanic 22.81
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 38.31
23312 - Fuel Distribution System Operator 31.45
23370 - General Maintenance Worker 19.72
23380 - Ground Support Equipment Mechanic 27.03
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 22.94
23392 - Gunsmith II 26.26
23393 - Gunsmith III 29.46
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.33
23430 - Heavy Equipment Mechanic 27.58
23440 - Heavy Equipment Operator 29.39
23460 - Instrument Mechanic 31.47
23465 - Laboratory/Shelter Mechanic 27.95
23470 - Laborer 16.38
23510 - Locksmith 23.91
23530 - Machinery Maintenance Mechanic 28.41
23550 - Machinist Maintenance 23.35
23580 - Maintenance Trades Helper 18.92
23591 - Metrology Technician I 31.47
23592 - Metrology Technician II 32.56
23593 - Metrology Technician III 33.81
23640 - Millwright 31.67
23710 - Office Appliance Repairer 20.69
23760 - Painter Maintenance 21.85
23790 - Pipefitter Maintenance 36.63
23810 - Plumber Maintenance 33.79
23820 - Pneudraulic Systems Mechanic 29.46
23850 - Rigger 29.46
23870 - Scale Mechanic 26.26
23890 - Sheet-Metal Worker Maintenance 30.42
23910 - Small Engine Mechanic 18.28
23931 - Telecommunications Mechanic I 35.09

23932 - Telecommunications Mechanic II 36.32
23950 - Telephone Lineman 32.34
23960 - Welder Combination Maintenance 23.88
23965 - Well Driller 29.46
23970 - Woodcraft Worker 29.46
23980 - Woodworker 22.94
24000 - Personal Needs Occupations
24550 - Case Manager 18.00
24570 - Child Care Attendant 12.15
24580 - Child Care Center Clerk 15.16
24610 - Chore Aide 13.02
24620 - Family Readiness And Support Services Coordinator 18.00
24630 - Homemaker 18.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.63
25040 - Sewage Plant Operator 24.71
25070 - Stationary Engineer 26.63
25190 - Ventilation Equipment Tender 19.12
25210 - Water Treatment Plant Operator 24.71
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.46
27007 - Baggage Inspector 15.78
27008 - Corrections Officer 25.16
27010 - Court Security Officer 26.53
27030 - Detection Dog Handler 18.45
27040 - Detention Officer 25.16
27070 - Firefighter 28.83
27101 - Guard I 15.78
27102 - Guard II 18.45
27131 - Police Officer I 29.38
27132 - Police Officer II 32.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.99
28042 - Carnival Equipment Repairer 17.34
28043 - Carnival Worker 11.84
28210 - Gate Attendant/Gate Tender 15.08
28310 - Lifeguard 11.92
28350 - Park Attendant (Aide) 16.87
28510 - Recreation Aide/Health Facility Attendant 12.31
28515 - Recreation Specialist 20.90
28630 - Sports Official 13.43
28690 - Swimming Pool Operator 19.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.27
29020 - Hatch Tender 27.27
29030 - Line Handler 27.27
29041 - Stevedore I 25.70
29042 - Stevedore II 29.03
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.80
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.26
30030 - Cartographic Technician 26.26
30040 - Civil Engineering Technician 26.96
30051 - Cryogenic Technician I 29.08
30052 - Cryogenic Technician II 32.12
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.63
30064 - Drafter/CAD Operator IV 29.08
30081 - Engineering Technician I 15.61
30082 - Engineering Technician II 17.52
30083 - Engineering Technician III 19.60
30084 - Engineering Technician IV 24.29
30085 - Engineering Technician V 29.71
30086 - Engineering Technician VI 35.94
30090 - Environmental Technician 25.31
30095 - Evidence Control Specialist 26.26
30210 - Laboratory Technician 28.70
30221 - Latent Fingerprint Technician I 30.14
30222 - Latent Fingerprint Technician II 33.29
30240 - Mathematical Technician 26.26
30361 - Paralegal/Legal Assistant I 18.39
30362 - Paralegal/Legal Assistant II 22.35
30363 - Paralegal/Legal Assistant III 27.35
30364 - Paralegal/Legal Assistant IV 33.09
30375 - Petroleum Supply Specialist 32.12
30390 - Photo-Optics Technician 26.26
30395 - Radiation Control Technician 32.12
30461 - Technical Writer I 22.74
30462 - Technical Writer II 27.81
30463 - Technical Writer III 33.65
30491 - Unexploded Ordnance (UXO) Technician I 25.77
30492 - Unexploded Ordnance (UXO) Technician II 31.18
30493 - Unexploded Ordnance (UXO) Technician III 37.37
30494 - Unexploded (UXO) Safety Escort 25.77
30495 - Unexploded (UXO) Sweep Personnel 25.77
30501 - Weather Forecaster I 29.08
30502 - Weather Forecaster II 35.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.63
30621 - Weather Observer Senior (see 2) 26.26
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.18
31020 - Bus Aide 14.89
31030 - Bus Driver 20.23

31043 - Driver Courier	15.51
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	13.97
31361 - Truckdriver Light	16.83
31362 - Truckdriver Medium	18.15
31363 - Truckdriver Heavy	22.35
31364 - Truckdriver Tractor-Trailer	22.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	12.03
99050 - Desk Clerk	12.66
99095 - Embalmer	35.21
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	14.55
99252 - Laboratory Animal Caretaker II	15.78
99260 - Marketing Analyst	32.65
99310 - Mortician	35.21
99410 - Pest Controller	19.61
99510 - Photofinishing Worker	14.75
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.83
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.41
99820 - School Crossing Guard	13.54
99830 - Survey Party Chief	32.49
99831 - Surveying Aide	19.37
99832 - Surveying Technician	29.55
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4145
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Broome Tioga

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		17.86
01020 - Administrative Assistant		29.91
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.56
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		13.51
01112 - General Clerk II		14.74

01113 - General Clerk III 16.54
01120 - Housing Referral Assistant 20.33
01141 - Messenger Courier 14.48
01191 - Order Clerk I 16.32
01192 - Order Clerk II 17.80
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.01
01300 - Scheduler Maintenance 16.30
01311 - Secretary I 16.30
01312 - Secretary II 18.24
01313 - Secretary III 20.33
01320 - Service Order Dispatcher 15.36
01410 - Supply Technician 29.91
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.55
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.57
01612 - Word Processor II 16.35
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.80
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 11.97
07041 - Cook I 12.80
07042 - Cook II 14.32
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.11
07210 - Meat Cutter 19.12
07260 - Waiter/Waitress 12.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.12

09040 - Furniture Handler 17.64
09080 - Furniture Refinisher 24.33
09090 - Furniture Refinisher Helper 20.76
09110 - Furniture Repairer Minor 22.57
09130 - Upholsterer 26.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.05
11060 - Elevator Operator 12.27
11090 - Gardener 15.81
11122 - Housekeeping Aide 12.27
11150 - Janitor 12.27
11210 - Laborer Grounds Maintenance 13.57
11240 - Maid or Houseman 11.88
11260 - Pruner 17.78
11270 - Tractor Operator 15.98
11330 - Trail Maintenance Worker 13.57
11360 - Window Cleaner 13.49
12000 - Health Occupations
12010 - Ambulance Driver 18.41
12011 - Breath Alcohol Technician 18.41
12012 - Certified Occupational Therapist Assistant 25.80
12015 - Certified Physical Therapist Assistant 24.70
12020 - Dental Assistant 16.77
12025 - Dental Hygienist 29.76
12030 - EKG Technician 28.50
12035 - Electroneurodiagnostic Technologist 28.50
12040 - Emergency Medical Technician 18.41
12071 - Licensed Practical Nurse I 16.81
12072 - Licensed Practical Nurse II 18.81
12073 - Licensed Practical Nurse III 20.97
12100 - Medical Assistant 15.66
12130 - Medical Laboratory Technician 25.52
12160 - Medical Record Clerk 15.44
12190 - Medical Record Technician 19.56
12195 - Medical Transcriptionist 20.42
12210 - Nuclear Medicine Technologist 41.33
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 21.31
12236 - Optical Technician 16.81
12250 - Pharmacy Technician 15.82
12280 - Phlebotomist 16.81
12305 - Radiologic Technologist 30.48
12311 - Registered Nurse I 23.76
12312 - Registered Nurse II 29.06
12313 - Registered Nurse II Specialist 29.06
12314 - Registered Nurse III 35.16
12315 - Registered Nurse III Anesthetist 35.16

12316 - Registered Nurse IV		42.15
12317 - Scheduler (Drug and Alcohol Testing)		23.30
12320 - Substance Abuse Treatment Counselor		23.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.16
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		20.16
13042 - Illustrator II		24.96
13043 - Illustrator III		30.53
13047 - Librarian		27.64
13050 - Library Aide/Clerk		13.40
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		14.40
13061 - Media Specialist I		18.01
13062 - Media Specialist II		20.16
13063 - Media Specialist III		22.46
13071 - Photographer I		17.01
13072 - Photographer II		19.02
13073 - Photographer III		23.57
13074 - Photographer IV		28.83
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		16.83
13110 - Video Teleconference Technician		17.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.89
14042 - Computer Operator II		17.78
14043 - Computer Operator III		19.82
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	26.42
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II		
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment Operator		15.89
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		29.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.61
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		41.48
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		28.92
15070 - Flight Instructor (Pilot)		41.48
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.48

15086 - Maintenance Test Pilot Rotary Wing 41.48
15088 - Non-Maintenance Test/Co-Pilot 41.48
15090 - Technical Instructor 20.41
15095 - Technical Instructor/Course Developer 24.97
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.99
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.14
19040 - Tool And Die Maker 27.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 23.45
21040 - Material Expediter 23.45
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.99
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.53
23019 - Aircraft Logs and Records Technician 23.50
23021 - Aircraft Mechanic I 27.49
23022 - Aircraft Mechanic II 28.53
23023 - Aircraft Mechanic III 29.52
23040 - Aircraft Mechanic Helper 20.76
23050 - Aircraft Painter 26.28
23060 - Aircraft Servicer 23.50
23070 - Aircraft Survival Flight Equipment Technician 26.28
23080 - Aircraft Worker 24.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.49
23110 - Appliance Mechanic 26.28

23120 - Bicycle Repairer	22.33
23125 - Cable Splicer	36.86
23130 - Carpenter Maintenance	26.61
23140 - Carpet Layer	24.97
23160 - Electrician Maintenance	30.56
23181 - Electronics Technician Maintenance I	25.86
23182 - Electronics Technician Maintenance II	26.97
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	23.50
23290 - Fire Alarm System Mechanic	25.69
23310 - Fire Extinguisher Repairer	22.33
23311 - Fuel Distribution System Mechanic	34.02
23312 - Fuel Distribution System Operator	28.12
23370 - General Maintenance Worker	17.97
23380 - Ground Support Equipment Mechanic	27.49
23381 - Ground Support Equipment Servicer	23.50
23382 - Ground Support Equipment Worker	24.97
23391 - Gunsmith I	22.33
23392 - Gunsmith II	24.97
23393 - Gunsmith III	27.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.84
23430 - Heavy Equipment Mechanic	25.67
23440 - Heavy Equipment Operator	30.39
23460 - Instrument Mechanic	27.49
23465 - Laboratory/Shelter Mechanic	26.28
23470 - Laborer	13.60
23510 - Locksmith	26.28
23530 - Machinery Maintenance Mechanic	26.41
23550 - Machinist Maintenance	20.79
23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	27.49
23592 - Metrology Technician II	28.53
23593 - Metrology Technician III	29.52
23640 - Millwright	27.49
23710 - Office Appliance Repairer	20.09
23760 - Painter Maintenance	19.60
23790 - Pipefitter Maintenance	27.88
23810 - Plumber Maintenance	25.73
23820 - Pneudraulic Systems Mechanic	27.49
23850 - Rigger	27.49
23870 - Scale Mechanic	24.97
23890 - Sheet-Metal Worker Maintenance	26.58
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic I	29.92
23932 - Telecommunications Mechanic II	31.05
23950 - Telephone Lineman	25.89
23960 - Welder Combination Maintenance	18.96

23965 - Well Driller		27.49
23970 - Woodcraft Worker		27.49
23980 - Woodworker		22.33
24000 - Personal Needs Occupations		
24550 - Case Manager		15.05
24570 - Child Care Attendant		13.09
24580 - Child Care Center Clerk		16.34
24610 - Chore Aide		12.41
24620 - Family Readiness And Support Services Coordinator		15.05
24630 - Homemaker		15.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.78
25040 - Sewage Plant Operator		24.73
25070 - Stationary Engineer		27.78
25190 - Ventilation Equipment Tender		21.06
25210 - Water Treatment Plant Operator		24.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.97
27007 - Baggage Inspector		15.27
27008 - Corrections Officer		29.19
27010 - Court Security Officer		28.93
27030 - Detection Dog Handler		17.09
27040 - Detention Officer		29.19
27070 - Firefighter		33.12
27101 - Guard I		15.27
27102 - Guard II		17.09
27131 - Police Officer I		30.10
27132 - Police Officer II		33.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.98
28042 - Carnival Equipment Repairer		17.19
28043 - Carnival Worker		12.35
28210 - Gate Attendant/Gate Tender		14.97
28310 - Lifeguard		12.07
28350 - Park Attendant (Aide)		16.76
28510 - Recreation Aide/Health Facility Attendant		12.23
28515 - Recreation Specialist		20.75
28630 - Sports Official		13.34
28690 - Swimming Pool Operator		19.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.97
29020 - Hatch Tender		24.97
29030 - Line Handler		24.97
29041 - Stevedore I		23.50
29042 - Stevedore II		26.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		16.43
30022 - Archeological Technician II		19.13
30023 - Archeological Technician III		22.39
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		24.20
30051 - Cryogenic Technician I		25.23
30052 - Cryogenic Technician II		27.38
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23
30081 - Engineering Technician I		15.83
30082 - Engineering Technician II		17.77
30083 - Engineering Technician III		19.93
30084 - Engineering Technician IV		24.63
30085 - Engineering Technician V		30.12
30086 - Engineering Technician VI		36.44
30090 - Environmental Technician		22.39
30095 - Evidence Control Specialist		22.39
30210 - Laboratory Technician		20.15
30221 - Latent Fingerprint Technician I		24.80
30222 - Latent Fingerprint Technician II		27.38
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		18.56
30362 - Paralegal/Legal Assistant II		22.99
30363 - Paralegal/Legal Assistant III		28.12
30364 - Paralegal/Legal Assistant IV		34.02
30375 - Petroleum Supply Specialist		27.38
30390 - Photo-Optics Technician		23.49
30395 - Radiation Control Technician		27.38
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.56
30463 - Technical Writer III		35.76
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		25.23
30502 - Weather Forecaster II		30.53
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.29
30621 - Weather Observer Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.05
31030 - Bus Driver		20.06
31043 - Driver Courier		13.92
31260 - Parking and Lot Attendant		12.05
31290 - Shuttle Bus Driver		14.97

31310 - Taxi Driver	12.94
31361 - Truckdriver Light	14.97
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.77
99050 - Desk Clerk	12.47
99095 - Embalmer	30.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.05
99252 - Laboratory Animal Caretaker II	15.10
99260 - Marketing Analyst	31.70
99310 - Mortician	30.02
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.72
99730 - Refuse Collector	16.01
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	25.36
99831 - Surveying Aide	15.24
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4146
Revision No.: 13
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Broome Tioga

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		17.86
01020 - Administrative Assistant		29.91
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.56
01070 - Document Preparation Clerk		15.39

01090 - Duplicating Machine Operator 15.39
01111 - General Clerk I 13.51
01112 - General Clerk II 14.74
01113 - General Clerk III 16.54
01120 - Housing Referral Assistant 20.33
01141 - Messenger Courier 14.48
01191 - Order Clerk I 16.32
01192 - Order Clerk II 17.80
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 23.45
01290 - Rental Clerk 15.01
01300 - Scheduler Maintenance 16.30
01311 - Secretary I 16.30
01312 - Secretary II 18.24
01313 - Secretary III 20.33
01320 - Service Order Dispatcher 15.36
01410 - Supply Technician 29.91
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 13.55
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.57
01612 - Word Processor II 16.35
01613 - Word Processor III 18.30
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.80
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 11.97
07041 - Cook I 12.80
07042 - Cook II 14.32
07070 - Dishwasher 11.89
07130 - Food Service Worker 12.11
07210 - Meat Cutter 19.12

07260 - Waiter/Waitress 12.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.12
09040 - Furniture Handler 17.64
09080 - Furniture Refinisher 24.33
09090 - Furniture Refinisher Helper 20.76
09110 - Furniture Repairer Minor 22.57
09130 - Upholsterer 26.28
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.05
11060 - Elevator Operator 12.27
11090 - Gardener 15.81
11122 - Housekeeping Aide 12.27
11150 - Janitor 12.27
11210 - Laborer Grounds Maintenance 13.57
11240 - Maid or Houseman 11.88
11260 - Pruner 17.78
11270 - Tractor Operator 15.98
11330 - Trail Maintenance Worker 13.57
11360 - Window Cleaner 13.49
12000 - Health Occupations
12010 - Ambulance Driver 18.41
12011 - Breath Alcohol Technician 18.41
12012 - Certified Occupational Therapist Assistant 25.80
12015 - Certified Physical Therapist Assistant 24.70
12020 - Dental Assistant 16.77
12025 - Dental Hygienist 29.76
12030 - EKG Technician 28.50
12035 - Electroneurodiagnostic Technologist 28.50
12040 - Emergency Medical Technician 18.41
12071 - Licensed Practical Nurse I 16.81
12072 - Licensed Practical Nurse II 18.81
12073 - Licensed Practical Nurse III 20.97
12100 - Medical Assistant 15.66
12130 - Medical Laboratory Technician 25.52
12160 - Medical Record Clerk 15.44
12190 - Medical Record Technician 19.56
12195 - Medical Transcriptionist 20.42
12210 - Nuclear Medicine Technologist 41.33
12221 - Nursing Assistant I 11.48
12222 - Nursing Assistant II 12.90
12223 - Nursing Assistant III 14.07
12224 - Nursing Assistant IV 15.80
12235 - Optical Dispenser 21.31
12236 - Optical Technician 16.81
12250 - Pharmacy Technician 15.82
12280 - Phlebotomist 16.81
12305 - Radiologic Technologist 30.48
12311 - Registered Nurse I 23.76
12312 - Registered Nurse II 29.06

12313 - Registered Nurse II Specialist		29.06
12314 - Registered Nurse III		35.16
12315 - Registered Nurse III Anesthetist		35.16
12316 - Registered Nurse IV		42.15
12317 - Scheduler (Drug and Alcohol Testing)		23.30
12320 - Substance Abuse Treatment Counselor		23.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.16
13012 - Exhibits Specialist II		24.96
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		20.16
13042 - Illustrator II		24.96
13043 - Illustrator III		30.53
13047 - Librarian		27.64
13050 - Library Aide/Clerk		13.40
13054 - Library Information Technology Systems Administrator		24.96
13058 - Library Technician		14.40
13061 - Media Specialist I		18.01
13062 - Media Specialist II		20.16
13063 - Media Specialist III		22.46
13071 - Photographer I		17.01
13072 - Photographer II		19.02
13073 - Photographer III		23.57
13074 - Photographer IV		28.83
13075 - Photographer V		34.88
13090 - Technical Order Library Clerk		16.83
13110 - Video Teleconference Technician		17.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.89
14042 - Computer Operator II		17.78
14043 - Computer Operator III		19.82
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I		21.32
14072 - Computer Programmer II		26.42
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.89
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		29.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.61
15020 - Aircrew Training Devices Instructor (Rated)		34.61
15030 - Air Crew Training Devices Instructor (Pilot)		41.48
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		28.92

15070 - Flight Instructor (Pilot) 41.48
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.48
15086 - Maintenance Test Pilot Rotary Wing 41.48
15088 - Non-Maintenance Test/Co-Pilot 41.48
15090 - Technical Instructor 20.41
15095 - Technical Instructor/Course Developer 24.97
15110 - Test Proctor 16.48
15120 - Tutor 16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.99
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.14
19040 - Tool And Die Maker 27.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 23.45
21040 - Material Expediter 23.45
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.99
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 16.67
21130 - Shipping/Receiving Clerk 16.67
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.53
23019 - Aircraft Logs and Records Technician 23.50
23021 - Aircraft Mechanic I 27.49
23022 - Aircraft Mechanic II 28.53
23023 - Aircraft Mechanic III 29.52
23040 - Aircraft Mechanic Helper 20.76
23050 - Aircraft Painter 26.28
23060 - Aircraft Servicer 23.50
23070 - Aircraft Survival Flight Equipment Technician 26.28
23080 - Aircraft Worker 24.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.49
23110 - Appliance Mechanic 26.28
23120 - Bicycle Repairer 22.33
23125 - Cable Splicer 36.86
23130 - Carpenter Maintenance 26.61
23140 - Carpet Layer 24.97
23160 - Electrician Maintenance 30.56
23181 - Electronics Technician Maintenance I 25.86
23182 - Electronics Technician Maintenance II 26.97
23183 - Electronics Technician Maintenance III 28.00
23260 - Fabric Worker 23.50
23290 - Fire Alarm System Mechanic 25.69
23310 - Fire Extinguisher Repairer 22.33
23311 - Fuel Distribution System Mechanic 34.02
23312 - Fuel Distribution System Operator 28.12
23370 - General Maintenance Worker 17.97
23380 - Ground Support Equipment Mechanic 27.49
23381 - Ground Support Equipment Servicer 23.50
23382 - Ground Support Equipment Worker 24.97
23391 - Gunsmith I 22.33
23392 - Gunsmith II 24.97
23393 - Gunsmith III 27.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.84
23430 - Heavy Equipment Mechanic 25.67
23440 - Heavy Equipment Operator 30.39
23460 - Instrument Mechanic 27.49
23465 - Laboratory/Shelter Mechanic 26.28
23470 - Laborer 13.60
23510 - Locksmith 26.28
23530 - Machinery Maintenance Mechanic 26.41
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23932 - Telecommunications Mechanic II 31.05
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23965 - Well Driller 27.49
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23980 - Woodworker 22.33
24000 - Personal Needs Occupations
24550 - Case Manager 15.05
24570 - Child Care Attendant 13.09
24580 - Child Care Center Clerk 16.34
24610 - Chore Aide 12.41
24620 - Family Readiness And Support Services Coordinator 15.05
24630 - Homemaker 15.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.78
25040 - Sewage Plant Operator 24.73
25070 - Stationary Engineer 27.78
25190 - Ventilation Equipment Tender 21.06
25210 - Water Treatment Plant Operator 24.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.97
27007 - Baggage Inspector 15.27
27008 - Corrections Officer 29.19
27010 - Court Security Officer 28.93
27030 - Detection Dog Handler 17.09
27040 - Detention Officer 29.19
27070 - Firefighter 33.12
27101 - Guard I 15.27
27102 - Guard II 17.09
27131 - Police Officer I 30.10
27132 - Police Officer II 33.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.98
28042 - Carnival Equipment Repairer 17.19
28043 - Carnival Worker 12.35
28210 - Gate Attendant/Gate Tender 14.97
28310 - Lifeguard 12.07
28350 - Park Attendant (Aide) 16.76
28510 - Recreation Aide/Health Facility Attendant 12.23
28515 - Recreation Specialist 20.75
28630 - Sports Official 13.34
28690 - Swimming Pool Operator 19.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.97
29020 - Hatch Tender 24.97
29030 - Line Handler 24.97
29041 - Stevedore I 23.50
29042 - Stevedore II 26.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.43
30022 - Archeological Technician II 19.13
30023 - Archeological Technician III 22.39
30030 - Cartographic Technician 23.74
30040 - Civil Engineering Technician 24.20
30051 - Cryogenic Technician I 25.23
30052 - Cryogenic Technician II 27.38
30061 - Drafter/CAD Operator I 16.43
30062 - Drafter/CAD Operator II 19.13
30063 - Drafter/CAD Operator III 21.29
30064 - Drafter/CAD Operator IV 25.23
30081 - Engineering Technician I 15.83
30082 - Engineering Technician II 17.77
30083 - Engineering Technician III 19.93
30084 - Engineering Technician IV 24.63
30085 - Engineering Technician V 30.12
30086 - Engineering Technician VI 36.44
30090 - Environmental Technician 22.39
30095 - Evidence Control Specialist 22.39
30210 - Laboratory Technician 20.15
30221 - Latent Fingerprint Technician I 24.80
30222 - Latent Fingerprint Technician II 27.38
30240 - Mathematical Technician 23.49
30361 - Paralegal/Legal Assistant I 18.56
30362 - Paralegal/Legal Assistant II 22.99
30363 - Paralegal/Legal Assistant III 28.12
30364 - Paralegal/Legal Assistant IV 34.02
30375 - Petroleum Supply Specialist 27.38
30390 - Photo-Optics Technician 23.49
30395 - Radiation Control Technician 27.38
30461 - Technical Writer I 24.16
30462 - Technical Writer II 29.56
30463 - Technical Writer III 35.76
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.23
30502 - Weather Forecaster II 30.53
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.29
30621 - Weather Observer Senior (see 2) 22.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.05
31030 - Bus Driver 20.06

31043 - Driver Courier	13.92
31260 - Parking and Lot Attendant	12.05
31290 - Shuttle Bus Driver	14.97
31310 - Taxi Driver	12.94
31361 - Truckdriver Light	14.97
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	20.82
31364 - Truckdriver Tractor-Trailer	20.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.77
99050 - Desk Clerk	12.47
99095 - Embalmer	30.02
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.05
99252 - Laboratory Animal Caretaker II	15.10
99260 - Marketing Analyst	31.70
99310 - Mortician	30.02
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.72
99730 - Refuse Collector	16.01
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	25.36
99831 - Surveying Aide	15.24
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4147
Revision No.: 16
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Erie Niagara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		29.67
01035 - Court Reporter		27.75
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		15.37
01052 - Data Entry Operator II		16.77
01060 - Dispatcher Motor Vehicle		20.08
01070 - Document Preparation Clerk		19.86
01090 - Duplicating Machine Operator		19.86
01111 - General Clerk I		13.17
01112 - General Clerk II		14.37

01113 - General Clerk III 16.13
01120 - Housing Referral Assistant 23.17
01141 - Messenger Courier 15.23
01191 - Order Clerk I 15.69
01192 - Order Clerk II 17.12
01261 - Personnel Assistant (Employment) I 16.79
01262 - Personnel Assistant (Employment) II 18.78
01263 - Personnel Assistant (Employment) III 20.94
01270 - Production Control Clerk 22.14
01290 - Rental Clerk 15.23
01300 - Scheduler Maintenance 18.57
01311 - Secretary I 18.57
01312 - Secretary II 20.77
01313 - Secretary III 23.17
01320 - Service Order Dispatcher 17.94
01410 - Supply Technician 29.67
01420 - Survey Worker 17.82
01460 - Switchboard Operator/Receptionist 15.10
01531 - Travel Clerk I 13.54
01532 - Travel Clerk II 14.29
01533 - Travel Clerk III 15.09
01611 - Word Processor I 14.97
01612 - Word Processor II 15.93
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 21.67
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 19.45
05130 - Motor Equipment Metal Mechanic 22.34
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 22.34
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.11
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 18.78
05400 - Transmission Repair Specialist 22.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.20
07041 - Cook I 14.70
07042 - Cook II 16.04
07070 - Dishwasher 11.78
07130 - Food Service Worker 12.01
07210 - Meat Cutter 19.93
07260 - Waiter/Waitress 12.55
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.57

09040 - Furniture Handler 19.26
09080 - Furniture Refinisher 24.57
09090 - Furniture Refinisher Helper 21.15
09110 - Furniture Repairer Minor 22.80
09130 - Upholsterer 24.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.66
11060 - Elevator Operator 13.12
11090 - Gardener 18.54
11122 - Housekeeping Aide 13.12
11150 - Janitor 13.12
11210 - Laborer Grounds Maintenance 15.48
11240 - Maid or Houseman 12.34
11260 - Pruner 14.35
11270 - Tractor Operator 17.73
11330 - Trail Maintenance Worker 15.48
11360 - Window Cleaner 14.15
12000 - Health Occupations
12010 - Ambulance Driver 17.52
12011 - Breath Alcohol Technician 18.95
12012 - Certified Occupational Therapist Assistant 22.47
12015 - Certified Physical Therapist Assistant 23.51
12020 - Dental Assistant 18.29
12025 - Dental Hygienist 32.84
12030 - EKG Technician 28.25
12035 - Electroneurodiagnostic Technologist 28.25
12040 - Emergency Medical Technician 17.52
12071 - Licensed Practical Nurse I 17.19
12072 - Licensed Practical Nurse II 19.23
12073 - Licensed Practical Nurse III 21.44
12100 - Medical Assistant 16.42
12130 - Medical Laboratory Technician 29.37
12160 - Medical Record Clerk 18.06
12190 - Medical Record Technician 22.22
12195 - Medical Transcriptionist 18.97
12210 - Nuclear Medicine Technologist 38.24
12221 - Nursing Assistant I 11.91
12222 - Nursing Assistant II 13.40
12223 - Nursing Assistant III 14.62
12224 - Nursing Assistant IV 16.41
12235 - Optical Dispenser 25.67
12236 - Optical Technician 17.39
12250 - Pharmacy Technician 15.34
12280 - Phlebotomist 17.90
12305 - Radiologic Technologist 29.64
12311 - Registered Nurse I 24.82
12312 - Registered Nurse II 30.36
12313 - Registered Nurse II Specialist 30.36
12314 - Registered Nurse III 36.73
12315 - Registered Nurse III Anesthetist 36.73

12316 - Registered Nurse IV		44.03
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.27
13013 - Exhibits Specialist III		29.70
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.89
13050 - Library Aide/Clerk		15.63
13054 - Library Information Technology Systems Administrator		24.27
13058 - Library Technician		15.75
13061 - Media Specialist I		17.51
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.84
13071 - Photographer I		15.55
13072 - Photographer II		18.33
13073 - Photographer III		22.70
13074 - Photographer IV		27.77
13075 - Photographer V		33.60
13090 - Technical Order Library Clerk		19.64
13110 - Video Teleconference Technician		23.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.13
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.13
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		29.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.74
15020 - Aircrew Training Devices Instructor (Rated)		35.97
15030 - Air Crew Training Devices Instructor (Pilot)		43.12
15050 - Computer Based Training Specialist / Instructor		29.74
15060 - Educational Technologist		29.93
15070 - Flight Instructor (Pilot)		43.12
15080 - Graphic Artist		23.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.97

15086 - Maintenance Test Pilot Rotary Wing 42.97
15088 - Non-Maintenance Test/Co-Pilot 42.97
15090 - Technical Instructor 22.32
15095 - Technical Instructor/Course Developer 27.30
15110 - Test Proctor 18.02
15120 - Tutor 18.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.20
19040 - Tool And Die Maker 32.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.40
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 17.74
21071 - Order Filler 16.71
21080 - Production Line Worker (Food Processing) 20.40
21110 - Shipping Packer 16.58
21130 - Shipping/Receiving Clerk 16.58
21140 - Store Worker I 17.87
21150 - Stock Clerk 22.50
21210 - Tools And Parts Attendant 20.40
21410 - Warehouse Specialist 20.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.76
23019 - Aircraft Logs and Records Technician 27.53
23021 - Aircraft Mechanic I 30.67
23022 - Aircraft Mechanic II 31.76
23023 - Aircraft Mechanic III 32.65
23040 - Aircraft Mechanic Helper 25.17
23050 - Aircraft Painter 29.69
23060 - Aircraft Servicer 27.53
23070 - Aircraft Survival Flight Equipment Technician 29.69
23080 - Aircraft Worker 28.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.67
23110 - Appliance Mechanic 21.53

23120 - Bicycle Repairer 24.81
23125 - Cable Splicer 38.57
23130 - Carpenter Maintenance 21.57
23140 - Carpet Layer 27.07
23160 - Electrician Maintenance 30.97
23181 - Electronics Technician Maintenance I 27.97
23182 - Electronics Technician Maintenance II 29.00
23183 - Electronics Technician Maintenance III 29.96
23260 - Fabric Worker 25.94
23290 - Fire Alarm System Mechanic 24.27
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 34.31
23312 - Fuel Distribution System Operator 29.46
23370 - General Maintenance Worker 20.01
23380 - Ground Support Equipment Mechanic 30.67
23381 - Ground Support Equipment Servicer 27.53
23382 - Ground Support Equipment Worker 28.68
23391 - Gunsmith I 24.81
23392 - Gunsmith II 27.07
23393 - Gunsmith III 29.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.22
23430 - Heavy Equipment Mechanic 27.87
23440 - Heavy Equipment Operator 31.41
23460 - Instrument Mechanic 27.88
23465 - Laboratory/Shelter Mechanic 28.07
23470 - Laborer 14.47
23510 - Locksmith 22.70
23530 - Machinery Maintenance Mechanic 29.42
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 18.51
23591 - Metrology Technician I 27.88
23592 - Metrology Technician II 28.87
23593 - Metrology Technician III 29.68
23640 - Millwright 32.96
23710 - Office Appliance Repairer 21.42
23760 - Painter Maintenance 24.34
23790 - Pipefitter Maintenance 31.57
23810 - Plumber Maintenance 30.56
23820 - Pneudraulic Systems Mechanic 29.00
23850 - Rigger 29.00
23870 - Scale Mechanic 27.07
23890 - Sheet-Metal Worker Maintenance 27.04
23910 - Small Engine Mechanic 20.04
23931 - Telecommunications Mechanic I 37.62
23932 - Telecommunications Mechanic II 38.95
23950 - Telephone Lineman 38.62
23960 - Welder Combination Maintenance 21.28

23965 - Well Driller	29.00
23970 - Woodcraft Worker	29.00
23980 - Woodworker	24.81
24000 - Personal Needs Occupations	
24550 - Case Manager	16.00
24570 - Child Care Attendant	12.01
24580 - Child Care Center Clerk	14.98
24610 - Chore Aide	11.82
24620 - Family Readiness And Support Services Coordinator	16.00
24630 - Homemaker	16.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.88
25040 - Sewage Plant Operator	25.32
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	21.29
25210 - Water Treatment Plant Operator	25.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.06
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	31.24
27010 - Court Security Officer	32.39
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	31.24
27070 - Firefighter	32.31
27101 - Guard I	13.20
27102 - Guard II	15.49
27131 - Police Officer I	29.89
27132 - Police Officer II	33.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.69
28042 - Carnival Equipment Repairer	15.37
28043 - Carnival Worker	11.89
28210 - Gate Attendant/Gate Tender	15.90
28310 - Lifeguard	11.69
28350 - Park Attendant (Aide)	17.80
28510 - Recreation Aide/Health Facility Attendant	12.98
28515 - Recreation Specialist	22.00
28630 - Sports Official	14.17
28690 - Swimming Pool Operator	16.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.51
29020 - Hatch Tender	32.51
29030 - Line Handler	32.51
29041 - Stevedore I	31.22
29042 - Stevedore II	33.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.51
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.40

30021 - Archeological Technician I		18.65
30022 - Archeological Technician II		20.86
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		25.73
30051 - Cryogenic Technician I		27.96
30052 - Cryogenic Technician II		30.89
30061 - Drafter/CAD Operator I		18.65
30062 - Drafter/CAD Operator II		20.86
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.63
30081 - Engineering Technician I		19.15
30082 - Engineering Technician II		21.49
30083 - Engineering Technician III		24.04
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		22.36
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		24.10
30221 - Latent Fingerprint Technician I		27.96
30222 - Latent Fingerprint Technician II		30.89
30240 - Mathematical Technician		25.84
30361 - Paralegal/Legal Assistant I		20.20
30362 - Paralegal/Legal Assistant II		25.02
30363 - Paralegal/Legal Assistant III		30.60
30364 - Paralegal/Legal Assistant IV		37.02
30375 - Petroleum Supply Specialist		30.89
30390 - Photo-Optics Technician		25.84
30395 - Radiation Control Technician		30.89
30461 - Technical Writer I		25.72
30462 - Technical Writer II		28.00
30463 - Technical Writer III		33.88
30491 - Unexploded Ordnance (UXO) Technician I		26.28
30492 - Unexploded Ordnance (UXO) Technician II		31.79
30493 - Unexploded Ordnance (UXO) Technician III		38.11
30494 - Unexploded (UXO) Safety Escort		26.28
30495 - Unexploded (UXO) Sweep Personnel		26.28
30501 - Weather Forecaster I		27.96
30502 - Weather Forecaster II		34.02
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.79
31020 - Bus Aide		15.70
31030 - Bus Driver		19.66
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		11.52
31290 - Shuttle Bus Driver		17.39

31310 - Taxi Driver	13.79
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.50
99030 - Cashier	11.80
99050 - Desk Clerk	12.05
99095 - Embalmer	32.12
99130 - Flight Follower	26.28
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	29.45
99310 - Mortician	32.12
99410 - Pest Controller	18.54
99510 - Photofinishing Worker	14.95
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	24.97
99730 - Refuse Collector	20.23
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	24.91
99831 - Surveying Aide	12.86
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	15.09
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	15.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4148
Revision No.: 16
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Erie Niagara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		29.67
01035 - Court Reporter		27.75
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		15.37
01052 - Data Entry Operator II		16.77
01060 - Dispatcher Motor Vehicle		20.08
01070 - Document Preparation Clerk		19.86

01090 - Duplicating Machine Operator	19.86
01111 - General Clerk I	13.17
01112 - General Clerk II	14.37
01113 - General Clerk III	16.13
01120 - Housing Referral Assistant	23.17
01141 - Messenger Courier	15.23
01191 - Order Clerk I	15.69
01192 - Order Clerk II	17.12
01261 - Personnel Assistant (Employment) I	16.79
01262 - Personnel Assistant (Employment) II	18.78
01263 - Personnel Assistant (Employment) III	20.94
01270 - Production Control Clerk	22.14
01290 - Rental Clerk	15.23
01300 - Scheduler Maintenance	18.57
01311 - Secretary I	18.57
01312 - Secretary II	20.77
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	29.67
01420 - Survey Worker	17.82
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.29
01533 - Travel Clerk III	15.09
01611 - Word Processor I	14.97
01612 - Word Processor II	15.93
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.34
05010 - Automotive Electrician	21.67
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	19.45
05130 - Motor Equipment Metal Mechanic	22.34
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34
05220 - Motor Vehicle Mechanic Helper	18.03
05250 - Motor Vehicle Upholstery Worker	20.11
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	14.70
07042 - Cook II	16.04
07070 - Dishwasher	11.78
07130 - Food Service Worker	12.01
07210 - Meat Cutter	19.93

07260 - Waiter/Waitress	12.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.57
09040 - Furniture Handler	19.26
09080 - Furniture Refinisher	24.57
09090 - Furniture Refinisher Helper	21.15
09110 - Furniture Repairer Minor	22.80
09130 - Upholsterer	24.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.66
11060 - Elevator Operator	13.12
11090 - Gardener	18.54
11122 - Housekeeping Aide	13.12
11150 - Janitor	13.12
11210 - Laborer Grounds Maintenance	15.48
11240 - Maid or Houseman	12.34
11260 - Pruner	14.35
11270 - Tractor Operator	17.73
11330 - Trail Maintenance Worker	15.48
11360 - Window Cleaner	14.15
12000 - Health Occupations	
12010 - Ambulance Driver	17.52
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	22.47
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	18.29
12025 - Dental Hygienist	32.84
12030 - EKG Technician	28.25
12035 - Electroneurodiagnostic Technologist	28.25
12040 - Emergency Medical Technician	17.52
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.23
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	16.42
12130 - Medical Laboratory Technician	29.37
12160 - Medical Record Clerk	18.06
12190 - Medical Record Technician	22.22
12195 - Medical Transcriptionist	18.97
12210 - Nuclear Medicine Technologist	38.24
12221 - Nursing Assistant I	11.91
12222 - Nursing Assistant II	13.40
12223 - Nursing Assistant III	14.62
12224 - Nursing Assistant IV	16.41
12235 - Optical Dispenser	25.67
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	15.34
12280 - Phlebotomist	17.90
12305 - Radiologic Technologist	29.64
12311 - Registered Nurse I	24.82
12312 - Registered Nurse II	30.36

12313 - Registered Nurse II Specialist		30.36
12314 - Registered Nurse III		36.73
12315 - Registered Nurse III Anesthetist		36.73
12316 - Registered Nurse IV		44.03
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		21.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.60
13012 - Exhibits Specialist II		24.27
13013 - Exhibits Specialist III		29.70
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.89
13050 - Library Aide/Clerk		15.63
13054 - Library Information Technology Systems Administrator		24.27
13058 - Library Technician		15.75
13061 - Media Specialist I		17.51
13062 - Media Specialist II		19.60
13063 - Media Specialist III		21.84
13071 - Photographer I		15.55
13072 - Photographer II		18.33
13073 - Photographer III		22.70
13074 - Photographer IV		27.77
13075 - Photographer V		33.60
13090 - Technical Order Library Clerk		19.64
13110 - Video Teleconference Technician		23.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.13
14042 - Computer Operator II		18.05
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.13
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		29.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.74
15020 - Aircrew Training Devices Instructor (Rated)		35.97
15030 - Air Crew Training Devices Instructor (Pilot)		43.12
15050 - Computer Based Training Specialist / Instructor		29.74
15060 - Educational Technologist		29.93

15070 - Flight Instructor (Pilot) 43.12
15080 - Graphic Artist 23.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.97
15086 - Maintenance Test Pilot Rotary Wing 42.97
15088 - Non-Maintenance Test/Co-Pilot 42.97
15090 - Technical Instructor 22.32
15095 - Technical Instructor/Course Developer 27.30
15110 - Test Proctor 18.02
15120 - Tutor 18.02
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.20
19040 - Tool And Die Maker 32.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.40
21030 - Material Coordinator 22.14
21040 - Material Expediter 22.14
21050 - Material Handling Laborer 17.74
21071 - Order Filler 16.71
21080 - Production Line Worker (Food Processing) 20.40
21110 - Shipping Packer 16.58
21130 - Shipping/Receiving Clerk 16.58
21140 - Store Worker I 17.87
21150 - Stock Clerk 22.50
21210 - Tools And Parts Attendant 20.40
21410 - Warehouse Specialist 20.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.76
23019 - Aircraft Logs and Records Technician 27.53
23021 - Aircraft Mechanic I 30.67
23022 - Aircraft Mechanic II 31.76
23023 - Aircraft Mechanic III 32.65
23040 - Aircraft Mechanic Helper 25.17
23050 - Aircraft Painter 29.69
23060 - Aircraft Servicer 27.53
23070 - Aircraft Survival Flight Equipment Technician 29.69
23080 - Aircraft Worker 28.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.68

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.67
23110 - Appliance Mechanic 21.53
23120 - Bicycle Repairer 24.81
23125 - Cable Splicer 38.57
23130 - Carpenter Maintenance 21.57
23140 - Carpet Layer 27.07
23160 - Electrician Maintenance 30.97
23181 - Electronics Technician Maintenance I 27.97
23182 - Electronics Technician Maintenance II 29.00
23183 - Electronics Technician Maintenance III 29.96
23260 - Fabric Worker 25.94
23290 - Fire Alarm System Mechanic 24.27
23310 - Fire Extinguisher Repairer 24.81
23311 - Fuel Distribution System Mechanic 34.31
23312 - Fuel Distribution System Operator 29.46
23370 - General Maintenance Worker 20.01
23380 - Ground Support Equipment Mechanic 30.67
23381 - Ground Support Equipment Servicer 27.53
23382 - Ground Support Equipment Worker 28.68
23391 - Gunsmith I 24.81
23392 - Gunsmith II 27.07
23393 - Gunsmith III 29.00
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.22
23430 - Heavy Equipment Mechanic 27.87
23440 - Heavy Equipment Operator 31.41
23460 - Instrument Mechanic 27.88
23465 - Laboratory/Shelter Mechanic 28.07
23470 - Laborer 14.47
23510 - Locksmith 22.70
23530 - Machinery Maintenance Mechanic 29.42
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 18.51
23591 - Metrology Technician I 27.88
23592 - Metrology Technician II 28.87
23593 - Metrology Technician III 29.68
23640 - Millwright 32.96
23710 - Office Appliance Repairer 21.42
23760 - Painter Maintenance 24.34
23790 - Pipefitter Maintenance 31.57
23810 - Plumber Maintenance 30.56
23820 - Pneudraulic Systems Mechanic 29.00
23850 - Rigger 29.00
23870 - Scale Mechanic 27.07
23890 - Sheet-Metal Worker Maintenance 27.04
23910 - Small Engine Mechanic 20.04
23931 - Telecommunications Mechanic I 37.62

23932 - Telecommunications Mechanic II 38.95
23950 - Telephone Lineman 38.62
23960 - Welder Combination Maintenance 21.28
23965 - Well Driller 29.00
23970 - Woodcraft Worker 29.00
23980 - Woodworker 24.81
24000 - Personal Needs Occupations
24550 - Case Manager 16.00
24570 - Child Care Attendant 12.01
24580 - Child Care Center Clerk 14.98
24610 - Chore Aide 11.82
24620 - Family Readiness And Support Services Coordinator 16.00
24630 - Homemaker 16.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.88
25040 - Sewage Plant Operator 25.32
25070 - Stationary Engineer 25.88
25190 - Ventilation Equipment Tender 21.29
25210 - Water Treatment Plant Operator 25.32
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.06
27007 - Baggage Inspector 13.20
27008 - Corrections Officer 31.24
27010 - Court Security Officer 32.39
27030 - Detection Dog Handler 15.49
27040 - Detention Officer 31.24
27070 - Firefighter 32.31
27101 - Guard I 13.20
27102 - Guard II 15.49
27131 - Police Officer I 29.89
27132 - Police Officer II 33.21
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.69
28042 - Carnival Equipment Repairer 15.37
28043 - Carnival Worker 11.89
28210 - Gate Attendant/Gate Tender 15.90
28310 - Lifeguard 11.69
28350 - Park Attendant (Aide) 17.80
28510 - Recreation Aide/Health Facility Attendant 12.98
28515 - Recreation Specialist 22.00
28630 - Sports Official 14.17
28690 - Swimming Pool Operator 16.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.51
29020 - Hatch Tender 32.51
29030 - Line Handler 32.51
29041 - Stevedore I 31.22
29042 - Stevedore II 33.66
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.51
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.40
30021 - Archeological Technician I 18.65
30022 - Archeological Technician II 20.86
30023 - Archeological Technician III 25.84
30030 - Cartographic Technician 25.84
30040 - Civil Engineering Technician 25.73
30051 - Cryogenic Technician I 27.96
30052 - Cryogenic Technician II 30.89
30061 - Drafter/CAD Operator I 18.65
30062 - Drafter/CAD Operator II 20.86
30063 - Drafter/CAD Operator III 23.26
30064 - Drafter/CAD Operator IV 28.63
30081 - Engineering Technician I 19.15
30082 - Engineering Technician II 21.49
30083 - Engineering Technician III 24.04
30084 - Engineering Technician IV 29.79
30085 - Engineering Technician V 36.44
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 22.36
30095 - Evidence Control Specialist 25.25
30210 - Laboratory Technician 24.10
30221 - Latent Fingerprint Technician I 27.96
30222 - Latent Fingerprint Technician II 30.89
30240 - Mathematical Technician 25.84
30361 - Paralegal/Legal Assistant I 20.20
30362 - Paralegal/Legal Assistant II 25.02
30363 - Paralegal/Legal Assistant III 30.60
30364 - Paralegal/Legal Assistant IV 37.02
30375 - Petroleum Supply Specialist 30.89
30390 - Photo-Optics Technician 25.84
30395 - Radiation Control Technician 30.89
30461 - Technical Writer I 25.72
30462 - Technical Writer II 28.00
30463 - Technical Writer III 33.88
30491 - Unexploded Ordnance (UXO) Technician I 26.28
30492 - Unexploded Ordnance (UXO) Technician II 31.79
30493 - Unexploded Ordnance (UXO) Technician III 38.11
30494 - Unexploded (UXO) Safety Escort 26.28
30495 - Unexploded (UXO) Sweep Personnel 26.28
30501 - Weather Forecaster I 27.96
30502 - Weather Forecaster II 34.02
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.26
30621 - Weather Observer Senior (see 2) 25.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.79
31020 - Bus Aide 15.70
31030 - Bus Driver 19.66

31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	11.52
31290 - Shuttle Bus Driver	17.39
31310 - Taxi Driver	13.79
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.50
99030 - Cashier	11.80
99050 - Desk Clerk	12.05
99095 - Embalmer	32.12
99130 - Flight Follower	26.28
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	29.45
99310 - Mortician	32.12
99410 - Pest Controller	18.54
99510 - Photofinishing Worker	14.95
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	24.97
99730 - Refuse Collector	20.23
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	24.91
99831 - Surveying Aide	12.86
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	15.09
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	15.09

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4149
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Chemung

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		29.09
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		14.23
01042 - Customer Service Representative II		16.02
01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		18.01
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34

01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 19.90
01141 - Messenger Courier 13.04
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 16.59
01262 - Personnel Assistant (Employment) II 18.57
01263 - Personnel Assistant (Employment) III 20.70
01270 - Production Control Clerk 21.35
01290 - Rental Clerk 14.67
01300 - Scheduler Maintenance 15.95
01311 - Secretary I 15.95
01312 - Secretary II 17.85
01313 - Secretary III 19.90
01320 - Service Order Dispatcher 15.95
01410 - Supply Technician 29.09
01420 - Survey Worker 17.13
01460 - Switchboard Operator/Receptionist 14.95
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.84
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.25
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 16.19
07041 - Cook I 15.40
07042 - Cook II 17.37
07070 - Dishwasher 11.86
07130 - Food Service Worker 12.55
07210 - Meat Cutter 18.12
07260 - Waiter/Waitress 12.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.74

09040 - Furniture Handler 16.41
09080 - Furniture Refinisher 23.74
09090 - Furniture Refinisher Helper 18.84
09110 - Furniture Repairer Minor 21.30
09130 - Upholsterer 23.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.62
11060 - Elevator Operator 12.25
11090 - Gardener 17.34
11122 - Housekeeping Aide 12.25
11150 - Janitor 12.25
11210 - Laborer Grounds Maintenance 14.04
11240 - Maid or Houseman 11.76
11260 - Pruner 17.78
11270 - Tractor Operator 15.98
11330 - Trail Maintenance Worker 14.04
11360 - Window Cleaner 13.25
12000 - Health Occupations
12010 - Ambulance Driver 18.30
12011 - Breath Alcohol Technician 18.30
12012 - Certified Occupational Therapist Assistant 24.23
12015 - Certified Physical Therapist Assistant 25.61
12020 - Dental Assistant 18.51
12025 - Dental Hygienist 33.69
12030 - EKG Technician 26.76
12035 - Electroneurodiagnostic Technologist 26.76
12040 - Emergency Medical Technician 18.30
12071 - Licensed Practical Nurse I 15.78
12072 - Licensed Practical Nurse II 17.66
12073 - Licensed Practical Nurse III 19.69
12100 - Medical Assistant 15.57
12130 - Medical Laboratory Technician 24.93
12160 - Medical Record Clerk 16.06
12190 - Medical Record Technician 19.76
12195 - Medical Transcriptionist 15.78
12210 - Nuclear Medicine Technologist 38.80
12221 - Nursing Assistant I 11.60
12222 - Nursing Assistant II 13.06
12223 - Nursing Assistant III 14.24
12224 - Nursing Assistant IV 15.98
12235 - Optical Dispenser 20.61
12236 - Optical Technician 15.78
12250 - Pharmacy Technician 13.77
12280 - Phlebotomist 15.78
12305 - Radiologic Technologist 29.51
12311 - Registered Nurse I 23.08
12312 - Registered Nurse II 28.24
12313 - Registered Nurse II Specialist 28.24
12314 - Registered Nurse III 34.16
12315 - Registered Nurse III Anesthetist 34.16

12316 - Registered Nurse IV		40.95
12317 - Scheduler (Drug and Alcohol Testing)		21.87
12320 - Substance Abuse Treatment Counselor		23.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		11.88
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.78
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.73
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.93
15070 - Flight Instructor (Pilot)		41.73
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.33

15086 - Maintenance Test Pilot Rotary Wing 41.33
15088 - Non-Maintenance Test/Co-Pilot 41.33
15090 - Technical Instructor 22.70
15095 - Technical Instructor/Course Developer 27.77
15110 - Test Proctor 18.33
15120 - Tutor 18.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.17
19040 - Tool And Die Maker 27.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.04
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 13.72
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.04
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.64
21210 - Tools And Parts Attendant 15.04
21410 - Warehouse Specialist 15.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23019 - Aircraft Logs and Records Technician 21.76
23021 - Aircraft Mechanic I 25.50
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.01
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 24.26
23060 - Aircraft Servicer 21.76
23070 - Aircraft Survival Flight Equipment Technician 24.26
23080 - Aircraft Worker 23.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.50
23110 - Appliance Mechanic 24.18

23120 - Bicycle Repairer	20.26
23125 - Cable Splicer	29.40
23130 - Carpenter Maintenance	24.18
23140 - Carpet Layer	22.94
23160 - Electrician Maintenance	30.86
23181 - Electronics Technician Maintenance I	23.01
23182 - Electronics Technician Maintenance II	24.26
23183 - Electronics Technician Maintenance III	25.50
23260 - Fabric Worker	21.68
23290 - Fire Alarm System Mechanic	25.41
23310 - Fire Extinguisher Repairer	20.40
23311 - Fuel Distribution System Mechanic	30.93
23312 - Fuel Distribution System Operator	25.56
23370 - General Maintenance Worker	19.88
23380 - Ground Support Equipment Mechanic	25.50
23381 - Ground Support Equipment Servicer	21.76
23382 - Ground Support Equipment Worker	23.01
23391 - Gunsmith I	20.40
23392 - Gunsmith II	22.94
23393 - Gunsmith III	25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.75
23430 - Heavy Equipment Mechanic	23.28
23440 - Heavy Equipment Operator	28.57
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	24.18
23470 - Laborer	13.72
23510 - Locksmith	24.18
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist Maintenance	22.66
23580 - Maintenance Trades Helper	18.98
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.65
23593 - Metrology Technician III	27.91
23640 - Millwright	25.41
23710 - Office Appliance Repairer	24.17
23760 - Painter Maintenance	23.22
23790 - Pipefitter Maintenance	28.72
23810 - Plumber Maintenance	24.17
23820 - Pneudraulic Systems Mechanic	25.41
23850 - Rigger	25.41
23870 - Scale Mechanic	22.94
23890 - Sheet-Metal Worker Maintenance	28.42
23910 - Small Engine Mechanic	22.94
23931 - Telecommunications Mechanic I	31.42
23932 - Telecommunications Mechanic II	32.51
23950 - Telephone Lineman	25.89
23960 - Welder Combination Maintenance	20.00

23965 - Well Driller		25.41
23970 - Woodcraft Worker		25.41
23980 - Woodworker		20.40
24000 - Personal Needs Occupations		
24550 - Case Manager		16.27
24570 - Child Care Attendant		11.66
24580 - Child Care Center Clerk		14.55
24610 - Chore Aide		12.59
24620 - Family Readiness And Support Services Coordinator		16.27
24630 - Homemaker		16.27
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.10
25040 - Sewage Plant Operator		27.64
25070 - Stationary Engineer		26.10
25190 - Ventilation Equipment Tender		19.64
25210 - Water Treatment Plant Operator		27.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.98
27007 - Baggage Inspector		17.86
27008 - Corrections Officer		29.19
27010 - Court Security Officer		21.74
27030 - Detection Dog Handler		19.98
27040 - Detention Officer		29.19
27070 - Firefighter		28.36
27101 - Guard I		17.86
27102 - Guard II		19.98
27131 - Police Officer I		33.07
27132 - Police Officer II		36.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.52
28042 - Carnival Equipment Repairer		14.53
28043 - Carnival Worker		10.88
28210 - Gate Attendant/Gate Tender		18.10
28310 - Lifeguard		16.05
28350 - Park Attendant (Aide)		20.26
28510 - Recreation Aide/Health Facility Attendant		14.78
28515 - Recreation Specialist		25.09
28630 - Sports Official		16.12
28690 - Swimming Pool Operator		20.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.08
29020 - Hatch Tender		24.08
29030 - Line Handler		24.08
29041 - Stevedore I		21.76
29042 - Stevedore II		24.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.16
30023 - Archeological Technician III		23.73
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		23.73
30051 - Cryogenic Technician I		26.28
30052 - Cryogenic Technician II		29.03
30061 - Drafter/CAD Operator I		17.12
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.36
30064 - Drafter/CAD Operator IV		26.28
30081 - Engineering Technician I		15.26
30082 - Engineering Technician II		17.12
30083 - Engineering Technician III		19.16
30084 - Engineering Technician IV		23.73
30085 - Engineering Technician V		29.03
30086 - Engineering Technician VI		35.13
30090 - Environmental Technician		23.73
30095 - Evidence Control Specialist		23.73
30210 - Laboratory Technician		21.36
30221 - Latent Fingerprint Technician I		26.28
30222 - Latent Fingerprint Technician II		29.03
30240 - Mathematical Technician		23.73
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30375 - Petroleum Supply Specialist		29.03
30390 - Photo-Optics Technician		23.65
30395 - Radiation Control Technician		29.03
30461 - Technical Writer I		23.73
30462 - Technical Writer II		29.03
30463 - Technical Writer III		35.13
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.28
30502 - Weather Forecaster II		31.98
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.36
30621 - Weather Observer Senior	(see 2)	23.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.51
31030 - Bus Driver		19.17
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		12.42
31290 - Shuttle Bus Driver		16.08

31310 - Taxi Driver	16.10
31361 - Truckdriver Light	16.08
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.63
99050 - Desk Clerk	11.87
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	29.49
99310 - Mortician	27.29
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.41
99711 - Recycling Specialist	18.85
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	14.50
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	18.85
99841 - Vending Machine Repairer	22.94
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4150
Revision No.: 12
Date Of Last Revision: 04/27/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Chemung

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		29.09
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		14.23
01042 - Customer Service Representative II		16.02
01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		13.03
01052 - Data Entry Operator II		14.21
01060 - Dispatcher Motor Vehicle		18.01
01070 - Document Preparation Clerk		14.21

01090 - Duplicating Machine Operator 14.21
01111 - General Clerk I 13.15
01112 - General Clerk II 14.34
01113 - General Clerk III 16.09
01120 - Housing Referral Assistant 19.90
01141 - Messenger Courier 13.04
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.32
01261 - Personnel Assistant (Employment) I 16.59
01262 - Personnel Assistant (Employment) II 18.57
01263 - Personnel Assistant (Employment) III 20.70
01270 - Production Control Clerk 21.35
01290 - Rental Clerk 14.67
01300 - Scheduler Maintenance 15.95
01311 - Secretary I 15.95
01312 - Secretary II 17.85
01313 - Secretary III 19.90
01320 - Service Order Dispatcher 15.95
01410 - Supply Technician 29.09
01420 - Survey Worker 17.13
01460 - Switchboard Operator/Receptionist 14.95
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.84
01612 - Word Processor II 16.67
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.25
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 16.19
07041 - Cook I 15.40
07042 - Cook II 17.37
07070 - Dishwasher 11.86
07130 - Food Service Worker 12.55
07210 - Meat Cutter 18.12

07260 - Waiter/Waitress	12.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.74
09040 - Furniture Handler	16.41
09080 - Furniture Refinisher	23.74
09090 - Furniture Refinisher Helper	18.84
09110 - Furniture Repairer Minor	21.30
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.62
11060 - Elevator Operator	12.25
11090 - Gardener	17.34
11122 - Housekeeping Aide	12.25
11150 - Janitor	12.25
11210 - Laborer Grounds Maintenance	14.04
11240 - Maid or Houseman	11.76
11260 - Pruner	17.78
11270 - Tractor Operator	15.98
11330 - Trail Maintenance Worker	14.04
11360 - Window Cleaner	13.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	24.23
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	18.51
12025 - Dental Hygienist	33.69
12030 - EKG Technician	26.76
12035 - Electroneurodiagnostic Technologist	26.76
12040 - Emergency Medical Technician	18.30
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.66
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	15.57
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	19.76
12195 - Medical Transcriptionist	15.78
12210 - Nuclear Medicine Technologist	38.80
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	20.61
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	13.77
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	29.51
12311 - Registered Nurse I	23.08
12312 - Registered Nurse II	28.24

12313 - Registered Nurse II Specialist		28.24
12314 - Registered Nurse III		34.16
12315 - Registered Nurse III Anesthetist		34.16
12316 - Registered Nurse IV		40.95
12317 - Scheduler (Drug and Alcohol Testing)		21.87
12320 - Substance Abuse Treatment Counselor		23.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		11.88
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13090 - Technical Order Library Clerk		17.31
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.78
15020 - Aircrew Training Devices Instructor (Rated)		34.82
15030 - Air Crew Training Devices Instructor (Pilot)		41.73
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		32.93

15070 - Flight Instructor (Pilot) 41.73
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.33
15086 - Maintenance Test Pilot Rotary Wing 41.33
15088 - Non-Maintenance Test/Co-Pilot 41.33
15090 - Technical Instructor 22.70
15095 - Technical Instructor/Course Developer 27.77
15110 - Test Proctor 18.33
15120 - Tutor 18.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.17
19040 - Tool And Die Maker 27.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.04
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 13.72
21071 - Order Filler 13.05
21080 - Production Line Worker (Food Processing) 15.04
21110 - Shipping Packer 17.02
21130 - Shipping/Receiving Clerk 17.02
21140 - Store Worker I 13.93
21150 - Stock Clerk 17.64
21210 - Tools And Parts Attendant 15.04
21410 - Warehouse Specialist 15.04
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23019 - Aircraft Logs and Records Technician 21.76
23021 - Aircraft Mechanic I 25.50
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.01
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 24.26
23060 - Aircraft Servicer 21.76
23070 - Aircraft Survival Flight Equipment Technician 24.26
23080 - Aircraft Worker 23.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.01

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.50
23110 - Appliance Mechanic 24.18
23120 - Bicycle Repairer 20.26
23125 - Cable Splicer 29.40
23130 - Carpenter Maintenance 24.18
23140 - Carpet Layer 22.94
23160 - Electrician Maintenance 30.86
23181 - Electronics Technician Maintenance I 23.01
23182 - Electronics Technician Maintenance II 24.26
23183 - Electronics Technician Maintenance III 25.50
23260 - Fabric Worker 21.68
23290 - Fire Alarm System Mechanic 25.41
23310 - Fire Extinguisher Repairer 20.40
23311 - Fuel Distribution System Mechanic 30.93
23312 - Fuel Distribution System Operator 25.56
23370 - General Maintenance Worker 19.88
23380 - Ground Support Equipment Mechanic 25.50
23381 - Ground Support Equipment Servicer 21.76
23382 - Ground Support Equipment Worker 23.01
23391 - Gunsmith I 20.40
23392 - Gunsmith II 22.94
23393 - Gunsmith III 25.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.75
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 28.57
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 24.18
23470 - Laborer 13.72
23510 - Locksmith 24.18
23530 - Machinery Maintenance Mechanic 25.30
23550 - Machinist Maintenance 22.66
23580 - Maintenance Trades Helper 18.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.65
23593 - Metrology Technician III 27.91
23640 - Millwright 25.41
23710 - Office Appliance Repairer 24.17
23760 - Painter Maintenance 23.22
23790 - Pipefitter Maintenance 28.72
23810 - Plumber Maintenance 24.17
23820 - Pneudraulic Systems Mechanic 25.41
23850 - Rigger 25.41
23870 - Scale Mechanic 22.94
23890 - Sheet-Metal Worker Maintenance 28.42
23910 - Small Engine Mechanic 22.94
23931 - Telecommunications Mechanic I 31.42

23932 - Telecommunications Mechanic II 32.51
23950 - Telephone Lineman 25.89
23960 - Welder Combination Maintenance 20.00
23965 - Well Driller 25.41
23970 - Woodcraft Worker 25.41
23980 - Woodworker 20.40
24000 - Personal Needs Occupations
24550 - Case Manager 16.27
24570 - Child Care Attendant 11.66
24580 - Child Care Center Clerk 14.55
24610 - Chore Aide 12.59
24620 - Family Readiness And Support Services Coordinator 16.27
24630 - Homemaker 16.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 27.64
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 19.64
25210 - Water Treatment Plant Operator 27.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.98
27007 - Baggage Inspector 17.86
27008 - Corrections Officer 29.19
27010 - Court Security Officer 21.74
27030 - Detection Dog Handler 19.98
27040 - Detention Officer 29.19
27070 - Firefighter 28.36
27101 - Guard I 17.86
27102 - Guard II 19.98
27131 - Police Officer I 33.07
27132 - Police Officer II 36.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.52
28042 - Carnival Equipment Repairer 14.53
28043 - Carnival Worker 10.88
28210 - Gate Attendant/Gate Tender 18.10
28310 - Lifeguard 16.05
28350 - Park Attendant (Aide) 20.26
28510 - Recreation Aide/Health Facility Attendant 14.78
28515 - Recreation Specialist 25.09
28630 - Sports Official 16.12
28690 - Swimming Pool Operator 20.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 21.76
29042 - Stevedore II 24.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.12
30022 - Archeological Technician II 19.16
30023 - Archeological Technician III 23.73
30030 - Cartographic Technician 23.74
30040 - Civil Engineering Technician 23.73
30051 - Cryogenic Technician I 26.28
30052 - Cryogenic Technician II 29.03
30061 - Drafter/CAD Operator I 17.12
30062 - Drafter/CAD Operator II 19.16
30063 - Drafter/CAD Operator III 21.36
30064 - Drafter/CAD Operator IV 26.28
30081 - Engineering Technician I 15.26
30082 - Engineering Technician II 17.12
30083 - Engineering Technician III 19.16
30084 - Engineering Technician IV 23.73
30085 - Engineering Technician V 29.03
30086 - Engineering Technician VI 35.13
30090 - Environmental Technician 23.73
30095 - Evidence Control Specialist 23.73
30210 - Laboratory Technician 21.36
30221 - Latent Fingerprint Technician I 26.28
30222 - Latent Fingerprint Technician II 29.03
30240 - Mathematical Technician 23.73
30361 - Paralegal/Legal Assistant I 17.28
30362 - Paralegal/Legal Assistant II 21.92
30363 - Paralegal/Legal Assistant III 26.81
30364 - Paralegal/Legal Assistant IV 32.44
30375 - Petroleum Supply Specialist 29.03
30390 - Photo-Optics Technician 23.65
30395 - Radiation Control Technician 29.03
30461 - Technical Writer I 23.73
30462 - Technical Writer II 29.03
30463 - Technical Writer III 35.13
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.28
30502 - Weather Forecaster II 31.98
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.36
30621 - Weather Observer Senior (see 2) 23.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.51
31030 - Bus Driver 19.17

31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	12.42
31290 - Shuttle Bus Driver	16.08
31310 - Taxi Driver	16.10
31361 - Truckdriver Light	16.08
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.63
99050 - Desk Clerk	11.87
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	29.49
99310 - Mortician	27.29
99410 - Pest Controller	21.69
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.41
99711 - Recycling Specialist	18.85
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	14.50
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	18.85
99841 - Vending Machine Repairer	22.94
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4151
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Warren Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		24.17
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		12.76
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.65
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.74
01070 - Document Preparation Clerk		14.13
01090 - Duplicating Machine Operator		14.13
01111 - General Clerk I		12.57
01112 - General Clerk II		13.72

01113 - General Clerk III 15.40
01120 - Housing Referral Assistant 19.78
01141 - Messenger Courier 11.76
01191 - Order Clerk I 13.32
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 15.74
01262 - Personnel Assistant (Employment) II 17.62
01263 - Personnel Assistant (Employment) III 19.64
01270 - Production Control Clerk 21.51
01290 - Rental Clerk 13.65
01300 - Scheduler Maintenance 15.86
01311 - Secretary I 15.86
01312 - Secretary II 17.74
01313 - Secretary III 19.78
01320 - Service Order Dispatcher 15.86
01410 - Supply Technician 24.17
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 15.30
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.34
01612 - Word Processor II 16.09
01613 - Word Processor III 18.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.29
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.87
05070 - Automotive Worker 16.87
05110 - Mobile Equipment Servicer 15.41
05130 - Motor Equipment Metal Mechanic 19.75
05160 - Motor Equipment Metal Worker 16.87
05190 - Motor Vehicle Mechanic 19.75
05220 - Motor Vehicle Mechanic Helper 14.49
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.87
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 16.87
05370 - Tire Repairer 16.07
05400 - Transmission Repair Specialist 19.75
07000 - Food Preparation And Service Occupations
07010 - Baker 17.19
07041 - Cook I 14.50
07042 - Cook II 16.59
07070 - Dishwasher 12.14
07130 - Food Service Worker 13.78
07210 - Meat Cutter 16.71
07260 - Waiter/Waitress 13.35
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.91

09040 - Furniture Handler 15.68
09080 - Furniture Refinisher 23.91
09090 - Furniture Refinisher Helper 18.96
09110 - Furniture Repairer Minor 22.18
09130 - Upholsterer 23.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.54
11060 - Elevator Operator 14.43
11090 - Gardener 19.46
11122 - Housekeeping Aide 14.43
11150 - Janitor 14.43
11210 - Laborer Grounds Maintenance 14.83
11240 - Maid or Houseman 12.09
11260 - Pruner 13.29
11270 - Tractor Operator 17.93
11330 - Trail Maintenance Worker 14.83
11360 - Window Cleaner 16.11
12000 - Health Occupations
12010 - Ambulance Driver 17.53
12011 - Breath Alcohol Technician 18.65
12012 - Certified Occupational Therapist Assistant 25.58
12015 - Certified Physical Therapist Assistant 24.69
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 37.97
12030 - EKG Technician 28.26
12035 - Electroneurodiagnostic Technologist 28.26
12040 - Emergency Medical Technician 17.53
12071 - Licensed Practical Nurse I 16.67
12072 - Licensed Practical Nurse II 18.65
12073 - Licensed Practical Nurse III 20.79
12100 - Medical Assistant 15.99
12130 - Medical Laboratory Technician 17.65
12160 - Medical Record Clerk 15.93
12190 - Medical Record Technician 19.60
12195 - Medical Transcriptionist 17.40
12210 - Nuclear Medicine Technologist 40.98
12221 - Nursing Assistant I 11.11
12222 - Nursing Assistant II 12.50
12223 - Nursing Assistant III 13.63
12224 - Nursing Assistant IV 15.30
12235 - Optical Dispenser 23.44
12236 - Optical Technician 17.61
12250 - Pharmacy Technician 13.98
12280 - Phlebotomist 16.67
12305 - Radiologic Technologist 28.26
12311 - Registered Nurse I 22.63
12312 - Registered Nurse II 27.69
12313 - Registered Nurse II Specialist 27.69
12314 - Registered Nurse III 33.50
12315 - Registered Nurse III Anesthetist 33.50

12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		24.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.02
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		15.39
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		32.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.25
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		30.74
15070 - Flight Instructor (Pilot)		43.14
15080 - Graphic Artist		21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.89

15086 - Maintenance Test Pilot Rotary Wing 42.89
15088 - Non-Maintenance Test/Co-Pilot 42.89
15090 - Technical Instructor 20.26
15095 - Technical Instructor/Course Developer 24.79
15110 - Test Proctor 16.36
15120 - Tutor 16.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.06
19040 - Tool And Die Maker 29.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.28
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 14.63
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 21.28
21110 - Shipping Packer 16.96
21130 - Shipping/Receiving Clerk 16.96
21140 - Store Worker I 13.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 21.28
21410 - Warehouse Specialist 21.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.47
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 26.54
23022 - Aircraft Mechanic II 27.32
23023 - Aircraft Mechanic III 28.52
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.19
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.19
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.54
23110 - Appliance Mechanic 24.86

23120 - Bicycle Repairer	20.67
23125 - Cable Splicer	30.33
23130 - Carpenter Maintenance	26.31
23140 - Carpet Layer	23.54
23160 - Electrician Maintenance	28.78
23181 - Electronics Technician Maintenance I	23.54
23182 - Electronics Technician Maintenance II	25.06
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	22.18
23290 - Fire Alarm System Mechanic	26.41
23310 - Fire Extinguisher Repairer	20.57
23311 - Fuel Distribution System Mechanic	30.47
23312 - Fuel Distribution System Operator	25.99
23370 - General Maintenance Worker	18.80
23380 - Ground Support Equipment Mechanic	26.54
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	20.57
23392 - Gunsmith II	23.54
23393 - Gunsmith III	26.41
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.89
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	27.24
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	25.06
23470 - Laborer	14.54
23510 - Locksmith	25.06
23530 - Machinery Maintenance Mechanic	26.74
23550 - Machinist Maintenance	22.50
23580 - Maintenance Trades Helper	17.20
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	28.58
23710 - Office Appliance Repairer	25.06
23760 - Painter Maintenance	19.76
23790 - Pipefitter Maintenance	25.81
23810 - Plumber Maintenance	24.49
23820 - Pneudraulic Systems Mechanic	26.41
23850 - Rigger	26.41
23870 - Scale Mechanic	23.54
23890 - Sheet-Metal Worker Maintenance	26.41
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	33.37
23932 - Telecommunications Mechanic II	34.52
23950 - Telephone Lineman	35.81
23960 - Welder Combination Maintenance	24.86

23965 - Well Driller	26.41
23970 - Woodcraft Worker	26.41
23980 - Woodworker	20.57
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	15.89
24610 - Chore Aide	12.83
24620 - Family Readiness And Support Services Coordinator	17.29
24630 - Homemaker	17.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.89
25040 - Sewage Plant Operator	23.28
25070 - Stationary Engineer	28.89
25190 - Ventilation Equipment Tender	20.75
25210 - Water Treatment Plant Operator	23.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.64
27007 - Baggage Inspector	15.23
27008 - Corrections Officer	29.45
27010 - Court Security Officer	22.02
27030 - Detection Dog Handler	18.45
27040 - Detention Officer	29.45
27070 - Firefighter	28.88
27101 - Guard I	15.23
27102 - Guard II	18.45
27131 - Police Officer I	23.40
27132 - Police Officer II	26.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.08
28042 - Carnival Equipment Repairer	14.86
28043 - Carnival Worker	10.46
28210 - Gate Attendant/Gate Tender	16.57
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.74
28515 - Recreation Specialist	20.51
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	19.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.54
29020 - Hatch Tender	23.54
29030 - Line Handler	23.54
29041 - Stevedore I	22.18
29042 - Stevedore II	25.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.80

30021 - Archeological Technician I		17.37
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		24.07
30040 - Civil Engineering Technician		24.07
30051 - Cryogenic Technician I		26.66
30052 - Cryogenic Technician II		29.44
30061 - Drafter/CAD Operator I		17.37
30062 - Drafter/CAD Operator II		19.44
30063 - Drafter/CAD Operator III		21.66
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.61
30082 - Engineering Technician II		17.52
30083 - Engineering Technician III		19.60
30084 - Engineering Technician IV		24.29
30085 - Engineering Technician V		29.71
30086 - Engineering Technician VI		35.94
30090 - Environmental Technician		24.07
30095 - Evidence Control Specialist		24.07
30210 - Laboratory Technician		21.66
30221 - Latent Fingerprint Technician I		26.66
30222 - Latent Fingerprint Technician II		29.44
30240 - Mathematical Technician		24.07
30361 - Paralegal/Legal Assistant I		18.73
30362 - Paralegal/Legal Assistant II		23.20
30363 - Paralegal/Legal Assistant III		28.35
30364 - Paralegal/Legal Assistant IV		34.33
30375 - Petroleum Supply Specialist		29.44
30390 - Photo-Optics Technician		22.57
30395 - Radiation Control Technician		29.44
30461 - Technical Writer I		24.07
30462 - Technical Writer II		29.44
30463 - Technical Writer III		35.62
30491 - Unexploded Ordnance (UXO) Technician I		25.77
30492 - Unexploded Ordnance (UXO) Technician II		31.18
30493 - Unexploded Ordnance (UXO) Technician III		37.37
30494 - Unexploded (UXO) Safety Escort		25.77
30495 - Unexploded (UXO) Sweep Personnel		25.77
30501 - Weather Forecaster I		26.66
30502 - Weather Forecaster II		32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.66
30621 - Weather Observer Senior	(see 2)	24.07
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.18
31020 - Bus Aide		13.94
31030 - Bus Driver		19.71
31043 - Driver Courier		13.87
31260 - Parking and Lot Attendant		12.50
31290 - Shuttle Bus Driver		14.09

31310 - Taxi Driver	13.83
31361 - Truckdriver Light	14.09
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.72
99050 - Desk Clerk	12.94
99095 - Embalmer	31.14
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	15.74
99252 - Laboratory Animal Caretaker II	17.07
99260 - Marketing Analyst	23.31
99310 - Mortician	31.14
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	19.93
99730 - Refuse Collector	14.79
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	13.21
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	19.93
99841 - Vending Machine Repairer	24.74
99842 - Vending Machine Repairer Helper	19.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4152
Revision No.: 12
Date Of Last Revision: 04/27/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Warren Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.81
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.36
01020 - Administrative Assistant		24.17
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		12.76
01042 - Customer Service Representative II		14.34
01043 - Customer Service Representative III		15.65
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.74
01070 - Document Preparation Clerk		14.13

01090 - Duplicating Machine Operator 14.13
01111 - General Clerk I 12.57
01112 - General Clerk II 13.72
01113 - General Clerk III 15.40
01120 - Housing Referral Assistant 19.78
01141 - Messenger Courier 11.76
01191 - Order Clerk I 13.32
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 15.74
01262 - Personnel Assistant (Employment) II 17.62
01263 - Personnel Assistant (Employment) III 19.64
01270 - Production Control Clerk 21.51
01290 - Rental Clerk 13.65
01300 - Scheduler Maintenance 15.86
01311 - Secretary I 15.86
01312 - Secretary II 17.74
01313 - Secretary III 19.78
01320 - Service Order Dispatcher 15.86
01410 - Supply Technician 24.17
01420 - Survey Worker 17.29
01460 - Switchboard Operator/Receptionist 15.30
01531 - Travel Clerk I 11.42
01532 - Travel Clerk II 12.32
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.34
01612 - Word Processor II 16.09
01613 - Word Processor III 18.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.29
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.87
05070 - Automotive Worker 16.87
05110 - Mobile Equipment Servicer 15.41
05130 - Motor Equipment Metal Mechanic 19.75
05160 - Motor Equipment Metal Worker 16.87
05190 - Motor Vehicle Mechanic 19.75
05220 - Motor Vehicle Mechanic Helper 14.49
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.87
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 16.87
05370 - Tire Repairer 16.07
05400 - Transmission Repair Specialist 19.75
07000 - Food Preparation And Service Occupations
07010 - Baker 17.19
07041 - Cook I 14.50
07042 - Cook II 16.59
07070 - Dishwasher 12.14
07130 - Food Service Worker 13.78
07210 - Meat Cutter 16.71

07260 - Waiter/Waitress	13.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	15.68
09080 - Furniture Refinisher	23.91
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer Minor	22.18
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.54
11060 - Elevator Operator	14.43
11090 - Gardener	19.46
11122 - Housekeeping Aide	14.43
11150 - Janitor	14.43
11210 - Laborer Grounds Maintenance	14.83
11240 - Maid or Houseman	12.09
11260 - Pruner	13.29
11270 - Tractor Operator	17.93
11330 - Trail Maintenance Worker	14.83
11360 - Window Cleaner	16.11
12000 - Health Occupations	
12010 - Ambulance Driver	17.53
12011 - Breath Alcohol Technician	18.65
12012 - Certified Occupational Therapist Assistant	25.58
12015 - Certified Physical Therapist Assistant	24.69
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	37.97
12030 - EKG Technician	28.26
12035 - Electroneurodiagnostic Technologist	28.26
12040 - Emergency Medical Technician	17.53
12071 - Licensed Practical Nurse I	16.67
12072 - Licensed Practical Nurse II	18.65
12073 - Licensed Practical Nurse III	20.79
12100 - Medical Assistant	15.99
12130 - Medical Laboratory Technician	17.65
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	19.60
12195 - Medical Transcriptionist	17.40
12210 - Nuclear Medicine Technologist	40.98
12221 - Nursing Assistant I	11.11
12222 - Nursing Assistant II	12.50
12223 - Nursing Assistant III	13.63
12224 - Nursing Assistant IV	15.30
12235 - Optical Dispenser	23.44
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	13.98
12280 - Phlebotomist	16.67
12305 - Radiologic Technologist	28.26
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69

12313 - Registered Nurse II Specialist		27.69
12314 - Registered Nurse III		33.50
12315 - Registered Nurse III Anesthetist		33.50
12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		22.88
12320 - Substance Abuse Treatment Counselor		24.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.02
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		15.39
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		32.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.25
15030 - Air Crew Training Devices Instructor (Pilot)		43.14
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		30.74

15070 - Flight Instructor (Pilot) 43.14
15080 - Graphic Artist 21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.89
15086 - Maintenance Test Pilot Rotary Wing 42.89
15088 - Non-Maintenance Test/Co-Pilot 42.89
15090 - Technical Instructor 20.26
15095 - Technical Instructor/Course Developer 24.79
15110 - Test Proctor 16.36
15120 - Tutor 16.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.06
19040 - Tool And Die Maker 29.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.28
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 14.63
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 21.28
21110 - Shipping Packer 16.96
21130 - Shipping/Receiving Clerk 16.96
21140 - Store Worker I 13.07
21150 - Stock Clerk 18.22
21210 - Tools And Parts Attendant 21.28
21410 - Warehouse Specialist 21.28
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.47
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 26.54
23022 - Aircraft Mechanic II 27.32
23023 - Aircraft Mechanic III 28.52
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.19
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.19
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.54
23110 - Appliance Mechanic 24.86
23120 - Bicycle Repairer 20.67
23125 - Cable Splicer 30.33
23130 - Carpenter Maintenance 26.31
23140 - Carpet Layer 23.54
23160 - Electrician Maintenance 28.78
23181 - Electronics Technician Maintenance I 23.54
23182 - Electronics Technician Maintenance II 25.06
23183 - Electronics Technician Maintenance III 26.41
23260 - Fabric Worker 22.18
23290 - Fire Alarm System Mechanic 26.41
23310 - Fire Extinguisher Repairer 20.57
23311 - Fuel Distribution System Mechanic 30.47
23312 - Fuel Distribution System Operator 25.99
23370 - General Maintenance Worker 18.80
23380 - Ground Support Equipment Mechanic 26.54
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 20.57
23392 - Gunsmith II 23.54
23393 - Gunsmith III 26.41
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.89
23430 - Heavy Equipment Mechanic 26.41
23440 - Heavy Equipment Operator 27.24
23460 - Instrument Mechanic 28.61
23465 - Laboratory/Shelter Mechanic 25.06
23470 - Laborer 14.54
23510 - Locksmith 25.06
23530 - Machinery Maintenance Mechanic 26.74
23550 - Machinist Maintenance 22.50
23580 - Maintenance Trades Helper 17.20
23591 - Metrology Technician I 28.61
23592 - Metrology Technician II 29.61
23593 - Metrology Technician III 30.75
23640 - Millwright 28.58
23710 - Office Appliance Repairer 25.06
23760 - Painter Maintenance 19.76
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.49
23820 - Pneudraulic Systems Mechanic 26.41
23850 - Rigger 26.41
23870 - Scale Mechanic 23.54
23890 - Sheet-Metal Worker Maintenance 26.41
23910 - Small Engine Mechanic 23.54
23931 - Telecommunications Mechanic I 33.37

23932 - Telecommunications Mechanic II 34.52
23950 - Telephone Lineman 35.81
23960 - Welder Combination Maintenance 24.86
23965 - Well Driller 26.41
23970 - Woodcraft Worker 26.41
23980 - Woodworker 20.57
24000 - Personal Needs Occupations
24550 - Case Manager 17.29
24570 - Child Care Attendant 12.74
24580 - Child Care Center Clerk 15.89
24610 - Chore Aide 12.83
24620 - Family Readiness And Support Services Coordinator 17.29
24630 - Homemaker 17.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.89
25040 - Sewage Plant Operator 23.28
25070 - Stationary Engineer 28.89
25190 - Ventilation Equipment Tender 20.75
25210 - Water Treatment Plant Operator 23.28
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.64
27007 - Baggage Inspector 15.23
27008 - Corrections Officer 29.45
27010 - Court Security Officer 22.02
27030 - Detection Dog Handler 18.45
27040 - Detention Officer 29.45
27070 - Firefighter 28.88
27101 - Guard I 15.23
27102 - Guard II 18.45
27131 - Police Officer I 23.40
27132 - Police Officer II 26.00
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.08
28042 - Carnival Equipment Repairer 14.86
28043 - Carnival Worker 10.46
28210 - Gate Attendant/Gate Tender 16.57
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 18.95
28510 - Recreation Aide/Health Facility Attendant 13.74
28515 - Recreation Specialist 20.51
28630 - Sports Official 15.09
28690 - Swimming Pool Operator 19.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.54
29020 - Hatch Tender 23.54
29030 - Line Handler 23.54
29041 - Stevedore I 22.18
29042 - Stevedore II 25.06
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.80
30021 - Archeological Technician I 17.37
30022 - Archeological Technician II 19.44
30023 - Archeological Technician III 24.07
30030 - Cartographic Technician 24.07
30040 - Civil Engineering Technician 24.07
30051 - Cryogenic Technician I 26.66
30052 - Cryogenic Technician II 29.44
30061 - Drafter/CAD Operator I 17.37
30062 - Drafter/CAD Operator II 19.44
30063 - Drafter/CAD Operator III 21.66
30064 - Drafter/CAD Operator IV 26.66
30081 - Engineering Technician I 15.61
30082 - Engineering Technician II 17.52
30083 - Engineering Technician III 19.60
30084 - Engineering Technician IV 24.29
30085 - Engineering Technician V 29.71
30086 - Engineering Technician VI 35.94
30090 - Environmental Technician 24.07
30095 - Evidence Control Specialist 24.07
30210 - Laboratory Technician 21.66
30221 - Latent Fingerprint Technician I 26.66
30222 - Latent Fingerprint Technician II 29.44
30240 - Mathematical Technician 24.07
30361 - Paralegal/Legal Assistant I 18.73
30362 - Paralegal/Legal Assistant II 23.20
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.33
30375 - Petroleum Supply Specialist 29.44
30390 - Photo-Optics Technician 22.57
30395 - Radiation Control Technician 29.44
30461 - Technical Writer I 24.07
30462 - Technical Writer II 29.44
30463 - Technical Writer III 35.62
30491 - Unexploded Ordnance (UXO) Technician I 25.77
30492 - Unexploded Ordnance (UXO) Technician II 31.18
30493 - Unexploded Ordnance (UXO) Technician III 37.37
30494 - Unexploded (UXO) Safety Escort 25.77
30495 - Unexploded (UXO) Sweep Personnel 25.77
30501 - Weather Forecaster I 26.66
30502 - Weather Forecaster II 32.42
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.66
30621 - Weather Observer Senior (see 2) 24.07
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.18
31020 - Bus Aide 13.94
31030 - Bus Driver 19.71

31043 - Driver Courier	13.87
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	14.09
31310 - Taxi Driver	13.83
31361 - Truckdriver Light	14.09
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.72
99050 - Desk Clerk	12.94
99095 - Embalmer	31.14
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	15.74
99252 - Laboratory Animal Caretaker II	17.07
99260 - Marketing Analyst	23.31
99310 - Mortician	31.14
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	19.93
99730 - Refuse Collector	14.79
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	13.21
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	19.93
99841 - Vending Machine Repairer	24.74
99842 - Vending Machine Repairer Helper	19.93

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4153
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.80
01012 - Accounting Clerk II		19.98
01013 - Accounting Clerk III		22.36
01020 - Administrative Assistant		31.37
01035 - Court Reporter		21.29
01041 - Customer Service Representative I		14.17
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.54
01052 - Data Entry Operator II		16.95
01060 - Dispatcher Motor Vehicle		19.44
01070 - Document Preparation Clerk		16.95
01090 - Duplicating Machine Operator		16.95
01111 - General Clerk I		13.46
01112 - General Clerk II		14.68

01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 23.73
01141 - Messenger Courier 13.82
01191 - Order Clerk I 15.54
01192 - Order Clerk II 16.95
01261 - Personnel Assistant (Employment) I 22.49
01262 - Personnel Assistant (Employment) II 25.16
01263 - Personnel Assistant (Employment) III 27.80
01270 - Production Control Clerk 22.72
01290 - Rental Clerk 17.52
01300 - Scheduler Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.29
01313 - Secretary III 23.73
01320 - Service Order Dispatcher 17.37
01410 - Supply Technician 31.37
01420 - Survey Worker 21.19
01460 - Switchboard Operator/Receptionist 15.63
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.74
01611 - Word Processor I 14.05
01612 - Word Processor II 15.77
01613 - Word Processor III 17.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.25
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 14.78
07041 - Cook I 17.20
07042 - Cook II 19.25
07070 - Dishwasher 12.32
07130 - Food Service Worker 15.04
07210 - Meat Cutter 19.57
07260 - Waiter/Waitress 12.43
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.31

09040 - Furniture Handler 16.45
09080 - Furniture Refinisher 24.31
09090 - Furniture Refinisher Helper 19.20
09110 - Furniture Repairer Minor 21.73
09130 - Upholsterer 24.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.18
11060 - Elevator Operator 13.40
11090 - Gardener 20.93
11122 - Housekeeping Aide 16.66
11150 - Janitor 16.66
11210 - Laborer Grounds Maintenance 16.53
11240 - Maid or Houseman 11.80
11260 - Pruner 17.78
11270 - Tractor Operator 19.46
11330 - Trail Maintenance Worker 16.53
11360 - Window Cleaner 18.31
12000 - Health Occupations
12010 - Ambulance Driver 19.25
12011 - Breath Alcohol Technician 19.25
12012 - Certified Occupational Therapist Assistant 26.41
12015 - Certified Physical Therapist Assistant 26.41
12020 - Dental Assistant 18.60
12025 - Dental Hygienist 39.50
12030 - EKG Technician 29.17
12035 - Electroneurodiagnostic Technologist 29.17
12040 - Emergency Medical Technician 19.25
12071 - Licensed Practical Nurse I 17.20
12072 - Licensed Practical Nurse II 19.25
12073 - Licensed Practical Nurse III 21.46
12100 - Medical Assistant 17.39
12130 - Medical Laboratory Technician 26.46
12160 - Medical Record Clerk 14.60
12190 - Medical Record Technician 23.77
12195 - Medical Transcriptionist 17.20
12210 - Nuclear Medicine Technologist 42.30
12221 - Nursing Assistant I 13.76
12222 - Nursing Assistant II 15.48
12223 - Nursing Assistant III 16.90
12224 - Nursing Assistant IV 18.98
12235 - Optical Dispenser 20.61
12236 - Optical Technician 17.20
12250 - Pharmacy Technician 16.62
12280 - Phlebotomist 16.87
12305 - Radiologic Technologist 27.86
12311 - Registered Nurse I 23.89
12312 - Registered Nurse II 29.23
12313 - Registered Nurse II Specialist 29.23
12314 - Registered Nurse III 35.36
12315 - Registered Nurse III Anesthetist 35.36

12316 - Registered Nurse IV		42.39
12317 - Scheduler (Drug and Alcohol Testing)		23.84
12320 - Substance Abuse Treatment Counselor		23.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.66
13012 - Exhibits Specialist II		29.30
13013 - Exhibits Specialist III		35.85
13041 - Illustrator I		23.66
13042 - Illustrator II		29.30
13043 - Illustrator III		35.85
13047 - Librarian		32.46
13050 - Library Aide/Clerk		17.40
13054 - Library Information Technology Systems Administrator		29.30
13058 - Library Technician		20.44
13061 - Media Specialist I		21.15
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.97
13071 - Photographer I		21.15
13072 - Photographer II		23.66
13073 - Photographer III		29.30
13074 - Photographer IV		35.85
13075 - Photographer V		43.37
13090 - Technical Order Library Clerk		24.72
13110 - Video Teleconference Technician		22.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.17
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	24.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		26.46
14170 - System Support Specialist		34.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.15
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.81
15050 - Computer Based Training Specialist / Instructor		28.15
15060 - Educational Technologist		33.83
15070 - Flight Instructor (Pilot)		40.81
15080 - Graphic Artist		28.88
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.81

15086 - Maintenance Test Pilot Rotary Wing 40.81
15088 - Non-Maintenance Test/Co-Pilot 40.81
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.92
19040 - Tool And Die Maker 28.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.75
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 15.06
21071 - Order Filler 12.03
21080 - Production Line Worker (Food Processing) 14.75
21110 - Shipping Packer 17.92
21130 - Shipping/Receiving Clerk 17.92
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 14.75
21410 - Warehouse Specialist 14.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 22.55
23021 - Aircraft Mechanic I 25.97
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 27.89
23040 - Aircraft Mechanic Helper 19.92
23050 - Aircraft Painter 24.92
23060 - Aircraft Servicer 22.55
23070 - Aircraft Survival Flight Equipment Technician 24.92
23080 - Aircraft Worker 23.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.97
23110 - Appliance Mechanic 24.31

23120 - Bicycle Repairer 20.65
23125 - Cable Splicer 29.40
23130 - Carpenter Maintenance 23.94
23140 - Carpet Layer 23.68
23160 - Electrician Maintenance 29.03
23181 - Electronics Technician Maintenance I 23.96
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 25.97
23260 - Fabric Worker 22.28
23290 - Fire Alarm System Mechanic 25.42
23310 - Fire Extinguisher Repairer 21.17
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 23.24
23370 - General Maintenance Worker 19.76
23380 - Ground Support Equipment Mechanic 25.97
23381 - Ground Support Equipment Servicer 22.55
23382 - Ground Support Equipment Worker 23.96
23391 - Gunsmith I 21.17
23392 - Gunsmith II 23.68
23393 - Gunsmith III 25.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.69
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 24.79
23460 - Instrument Mechanic 25.69
23465 - Laboratory/Shelter Mechanic 24.89
23470 - Laborer 15.06
23510 - Locksmith 24.65
23530 - Machinery Maintenance Mechanic 25.42
23550 - Machinist Maintenance 22.87
23580 - Maintenance Trades Helper 19.20
23591 - Metrology Technician I 25.69
23592 - Metrology Technician II 26.72
23593 - Metrology Technician III 27.63
23640 - Millwright 25.42
23710 - Office Appliance Repairer 24.31
23760 - Painter Maintenance 22.79
23790 - Pipefitter Maintenance 33.74
23810 - Plumber Maintenance 25.73
23820 - Pneudraulic Systems Mechanic 25.69
23850 - Rigger 25.69
23870 - Scale Mechanic 23.68
23890 - Sheet-Metal Worker Maintenance 25.42
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 32.50
23932 - Telecommunications Mechanic II 33.73
23950 - Telephone Lineman 25.97
23960 - Welder Combination Maintenance 25.42

23965 - Well Driller	25.69
23970 - Woodcraft Worker	25.69
23980 - Woodworker	20.65
24000 - Personal Needs Occupations	
24550 - Case Manager	20.88
24570 - Child Care Attendant	13.76
24580 - Child Care Center Clerk	17.16
24610 - Chore Aide	13.43
24620 - Family Readiness And Support Services Coordinator	20.88
24630 - Homemaker	20.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.97
25040 - Sewage Plant Operator	25.89
25070 - Stationary Engineer	25.97
25190 - Ventilation Equipment Tender	19.92
25210 - Water Treatment Plant Operator	25.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.86
27007 - Baggage Inspector	19.08
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	21.34
27040 - Detention Officer	21.94
27070 - Firefighter	23.44
27101 - Guard I	19.08
27102 - Guard II	21.34
27131 - Police Officer I	30.30
27132 - Police Officer II	33.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.11
28042 - Carnival Equipment Repairer	16.69
28043 - Carnival Worker	12.45
28210 - Gate Attendant/Gate Tender	18.36
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	20.54
28510 - Recreation Aide/Health Facility Attendant	14.98
28515 - Recreation Specialist	25.43
28630 - Sports Official	16.36
28690 - Swimming Pool Operator	20.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	38.78
29020 - Hatch Tender	26.74
29030 - Line Handler	24.08
29041 - Stevedore I	22.55
29042 - Stevedore II	25.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.38
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.47
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		25.47
30051 - Cryogenic Technician I		28.31
30052 - Cryogenic Technician II		31.27
30061 - Drafter/CAD Operator I		18.38
30062 - Drafter/CAD Operator II		20.64
30063 - Drafter/CAD Operator III		23.00
30064 - Drafter/CAD Operator IV		28.21
30081 - Engineering Technician I		14.91
30082 - Engineering Technician II		16.74
30083 - Engineering Technician III		18.73
30084 - Engineering Technician IV		23.19
30085 - Engineering Technician V		28.38
30086 - Engineering Technician VI		34.33
30090 - Environmental Technician		25.47
30095 - Evidence Control Specialist		25.56
30210 - Laboratory Technician		22.93
30221 - Latent Fingerprint Technician I		28.31
30222 - Latent Fingerprint Technician II		31.27
30240 - Mathematical Technician		25.56
30361 - Paralegal/Legal Assistant I		19.48
30362 - Paralegal/Legal Assistant II		24.13
30363 - Paralegal/Legal Assistant III		29.52
30364 - Paralegal/Legal Assistant IV		35.72
30375 - Petroleum Supply Specialist		31.27
30390 - Photo-Optics Technician		25.56
30395 - Radiation Control Technician		31.27
30461 - Technical Writer I		25.47
30462 - Technical Writer II		31.15
30463 - Technical Writer III		37.69
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.31
30502 - Weather Forecaster II		34.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.00
30621 - Weather Observer Senior	(see 2)	25.47
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.19
31030 - Bus Driver		17.58
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		16.30

31310 - Taxi Driver	15.53
31361 - Truckdriver Light	16.30
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	18.68
31364 - Truckdriver Tractor-Trailer	18.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.85
99050 - Desk Clerk	11.64
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	30.03
99310 - Mortician	27.29
99410 - Pest Controller	23.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.16
99711 - Recycling Specialist	21.39
99730 - Refuse Collector	16.52
99810 - Sales Clerk	12.85
99820 - School Crossing Guard	15.95
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4154
Revision No.: 12
Date Of Last Revision: 07/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.80
01012 - Accounting Clerk II		19.98
01013 - Accounting Clerk III		22.36
01020 - Administrative Assistant		31.37
01035 - Court Reporter		21.29
01041 - Customer Service Representative I		14.17
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.54
01052 - Data Entry Operator II		16.95
01060 - Dispatcher Motor Vehicle		19.44
01070 - Document Preparation Clerk		16.95

01090 - Duplicating Machine Operator	16.95
01111 - General Clerk I	13.46
01112 - General Clerk II	14.68
01113 - General Clerk III	16.48
01120 - Housing Referral Assistant	23.73
01141 - Messenger Courier	13.82
01191 - Order Clerk I	15.54
01192 - Order Clerk II	16.95
01261 - Personnel Assistant (Employment) I	22.49
01262 - Personnel Assistant (Employment) II	25.16
01263 - Personnel Assistant (Employment) III	27.80
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	17.52
01300 - Scheduler Maintenance	19.02
01311 - Secretary I	19.02
01312 - Secretary II	21.29
01313 - Secretary III	23.73
01320 - Service Order Dispatcher	17.37
01410 - Supply Technician	31.37
01420 - Survey Worker	21.19
01460 - Switchboard Operator/Receptionist	15.63
01531 - Travel Clerk I	11.90
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.74
01611 - Word Processor I	14.05
01612 - Word Processor II	15.77
01613 - Word Processor III	17.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.63
05070 - Automotive Worker	17.63
05110 - Mobile Equipment Servicer	16.32
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25
05220 - Motor Vehicle Mechanic Helper	15.63
05250 - Motor Vehicle Upholstery Worker	16.95
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.78
07041 - Cook I	17.20
07042 - Cook II	19.25
07070 - Dishwasher	12.32
07130 - Food Service Worker	15.04
07210 - Meat Cutter	19.57

07260 - Waiter/Waitress	12.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.31
09040 - Furniture Handler	16.45
09080 - Furniture Refinisher	24.31
09090 - Furniture Refinisher Helper	19.20
09110 - Furniture Repairer Minor	21.73
09130 - Upholsterer	24.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.18
11060 - Elevator Operator	13.40
11090 - Gardener	20.93
11122 - Housekeeping Aide	16.66
11150 - Janitor	16.66
11210 - Laborer Grounds Maintenance	16.53
11240 - Maid or Houseman	11.80
11260 - Pruner	17.78
11270 - Tractor Operator	19.46
11330 - Trail Maintenance Worker	16.53
11360 - Window Cleaner	18.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.25
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	26.41
12015 - Certified Physical Therapist Assistant	26.41
12020 - Dental Assistant	18.60
12025 - Dental Hygienist	39.50
12030 - EKG Technician	29.17
12035 - Electroneurodiagnostic Technologist	29.17
12040 - Emergency Medical Technician	19.25
12071 - Licensed Practical Nurse I	17.20
12072 - Licensed Practical Nurse II	19.25
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	17.39
12130 - Medical Laboratory Technician	26.46
12160 - Medical Record Clerk	14.60
12190 - Medical Record Technician	23.77
12195 - Medical Transcriptionist	17.20
12210 - Nuclear Medicine Technologist	42.30
12221 - Nursing Assistant I	13.76
12222 - Nursing Assistant II	15.48
12223 - Nursing Assistant III	16.90
12224 - Nursing Assistant IV	18.98
12235 - Optical Dispenser	20.61
12236 - Optical Technician	17.20
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	16.87
12305 - Radiologic Technologist	27.86
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.23

12313 - Registered Nurse II Specialist		29.23
12314 - Registered Nurse III		35.36
12315 - Registered Nurse III Anesthetist		35.36
12316 - Registered Nurse IV		42.39
12317 - Scheduler (Drug and Alcohol Testing)		23.84
12320 - Substance Abuse Treatment Counselor		23.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.66
13012 - Exhibits Specialist II		29.30
13013 - Exhibits Specialist III		35.85
13041 - Illustrator I		23.66
13042 - Illustrator II		29.30
13043 - Illustrator III		35.85
13047 - Librarian		32.46
13050 - Library Aide/Clerk		17.40
13054 - Library Information Technology Systems Administrator		29.30
13058 - Library Technician		20.44
13061 - Media Specialist I		21.15
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.97
13071 - Photographer I		21.15
13072 - Photographer II		23.66
13073 - Photographer III		29.30
13074 - Photographer IV		35.85
13075 - Photographer V		43.37
13090 - Technical Order Library Clerk		24.72
13110 - Video Teleconference Technician		22.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.17
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	24.94
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		26.46
14170 - System Support Specialist		34.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.15
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.81
15050 - Computer Based Training Specialist / Instructor		28.15
15060 - Educational Technologist		33.83

15070 - Flight Instructor (Pilot) 40.81
15080 - Graphic Artist 28.88
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.81
15086 - Maintenance Test Pilot Rotary Wing 40.81
15088 - Non-Maintenance Test/Co-Pilot 40.81
15090 - Technical Instructor 21.68
15095 - Technical Instructor/Course Developer 26.53
15110 - Test Proctor 17.51
15120 - Tutor 17.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.92
19040 - Tool And Die Maker 28.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.75
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 15.06
21071 - Order Filler 12.03
21080 - Production Line Worker (Food Processing) 14.75
21110 - Shipping Packer 17.92
21130 - Shipping/Receiving Clerk 17.92
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 14.75
21410 - Warehouse Specialist 14.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.96
23019 - Aircraft Logs and Records Technician 22.55
23021 - Aircraft Mechanic I 25.97
23022 - Aircraft Mechanic II 26.96
23023 - Aircraft Mechanic III 27.89
23040 - Aircraft Mechanic Helper 19.92
23050 - Aircraft Painter 24.92
23060 - Aircraft Servicer 22.55
23070 - Aircraft Survival Flight Equipment Technician 24.92
23080 - Aircraft Worker 23.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.97
23110 - Appliance Mechanic 24.31
23120 - Bicycle Repairer 20.65
23125 - Cable Splicer 29.40
23130 - Carpenter Maintenance 23.94
23140 - Carpet Layer 23.68
23160 - Electrician Maintenance 29.03
23181 - Electronics Technician Maintenance I 23.96
23182 - Electronics Technician Maintenance II 25.03
23183 - Electronics Technician Maintenance III 25.97
23260 - Fabric Worker 22.28
23290 - Fire Alarm System Mechanic 25.42
23310 - Fire Extinguisher Repairer 21.17
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 23.24
23370 - General Maintenance Worker 19.76
23380 - Ground Support Equipment Mechanic 25.97
23381 - Ground Support Equipment Servicer 22.55
23382 - Ground Support Equipment Worker 23.96
23391 - Gunsmith I 21.17
23392 - Gunsmith II 23.68
23393 - Gunsmith III 25.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.69
23430 - Heavy Equipment Mechanic 25.42
23440 - Heavy Equipment Operator 24.79
23460 - Instrument Mechanic 25.69
23465 - Laboratory/Shelter Mechanic 24.89
23470 - Laborer 15.06
23510 - Locksmith 24.65
23530 - Machinery Maintenance Mechanic 25.42
23550 - Machinist Maintenance 22.87
23580 - Maintenance Trades Helper 19.20
23591 - Metrology Technician I 25.69
23592 - Metrology Technician II 26.72
23593 - Metrology Technician III 27.63
23640 - Millwright 25.42
23710 - Office Appliance Repairer 24.31
23760 - Painter Maintenance 22.79
23790 - Pipefitter Maintenance 33.74
23810 - Plumber Maintenance 25.73
23820 - Pneudraulic Systems Mechanic 25.69
23850 - Rigger 25.69
23870 - Scale Mechanic 23.68
23890 - Sheet-Metal Worker Maintenance 25.42
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 32.50

23932 - Telecommunications Mechanic II 33.73
23950 - Telephone Lineman 25.97
23960 - Welder Combination Maintenance 25.42
23965 - Well Driller 25.69
23970 - Woodcraft Worker 25.69
23980 - Woodworker 20.65
24000 - Personal Needs Occupations
24550 - Case Manager 20.88
24570 - Child Care Attendant 13.76
24580 - Child Care Center Clerk 17.16
24610 - Chore Aide 13.43
24620 - Family Readiness And Support Services Coordinator 20.88
24630 - Homemaker 20.88
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.97
25040 - Sewage Plant Operator 25.89
25070 - Stationary Engineer 25.97
25190 - Ventilation Equipment Tender 19.92
25210 - Water Treatment Plant Operator 25.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.86
27007 - Baggage Inspector 19.08
27008 - Corrections Officer 21.94
27010 - Court Security Officer 21.74
27030 - Detection Dog Handler 21.34
27040 - Detention Officer 21.94
27070 - Firefighter 23.44
27101 - Guard I 19.08
27102 - Guard II 21.34
27131 - Police Officer I 30.30
27132 - Police Officer II 33.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.11
28042 - Carnival Equipment Repairer 16.69
28043 - Carnival Worker 12.45
28210 - Gate Attendant/Gate Tender 18.36
28310 - Lifeguard 13.32
28350 - Park Attendant (Aide) 20.54
28510 - Recreation Aide/Health Facility Attendant 14.98
28515 - Recreation Specialist 25.43
28630 - Sports Official 16.36
28690 - Swimming Pool Operator 20.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 38.78
29020 - Hatch Tender 26.74
29030 - Line Handler 24.08
29041 - Stevedore I 22.55
29042 - Stevedore II 25.03
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.38
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.47
30030 - Cartographic Technician 25.56
30040 - Civil Engineering Technician 25.47
30051 - Cryogenic Technician I 28.31
30052 - Cryogenic Technician II 31.27
30061 - Drafter/CAD Operator I 18.38
30062 - Drafter/CAD Operator II 20.64
30063 - Drafter/CAD Operator III 23.00
30064 - Drafter/CAD Operator IV 28.21
30081 - Engineering Technician I 14.91
30082 - Engineering Technician II 16.74
30083 - Engineering Technician III 18.73
30084 - Engineering Technician IV 23.19
30085 - Engineering Technician V 28.38
30086 - Engineering Technician VI 34.33
30090 - Environmental Technician 25.47
30095 - Evidence Control Specialist 25.56
30210 - Laboratory Technician 22.93
30221 - Latent Fingerprint Technician I 28.31
30222 - Latent Fingerprint Technician II 31.27
30240 - Mathematical Technician 25.56
30361 - Paralegal/Legal Assistant I 19.48
30362 - Paralegal/Legal Assistant II 24.13
30363 - Paralegal/Legal Assistant III 29.52
30364 - Paralegal/Legal Assistant IV 35.72
30375 - Petroleum Supply Specialist 31.27
30390 - Photo-Optics Technician 25.56
30395 - Radiation Control Technician 31.27
30461 - Technical Writer I 25.47
30462 - Technical Writer II 31.15
30463 - Technical Writer III 37.69
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.31
30502 - Weather Forecaster II 34.43
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.00
30621 - Weather Observer Senior (see 2) 25.47
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.19
31030 - Bus Driver 17.58

31043 - Driver Courier	15.16
31260 - Parking and Lot Attendant	12.00
31290 - Shuttle Bus Driver	16.30
31310 - Taxi Driver	15.53
31361 - Truckdriver Light	16.30
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	18.68
31364 - Truckdriver Tractor-Trailer	18.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.85
99050 - Desk Clerk	11.64
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	30.03
99310 - Mortician	27.29
99410 - Pest Controller	23.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.16
99711 - Recycling Specialist	21.39
99730 - Refuse Collector	16.52
99810 - Sales Clerk	12.85
99820 - School Crossing Guard	15.95
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4155
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.06
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.78
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		16.39
01052 - Data Entry Operator II		17.88
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		16.28
01090 - Duplicating Machine Operator		16.28
01111 - General Clerk I		15.30
01112 - General Clerk II		17.49

01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 14.61
01191 - Order Clerk I 15.30
01192 - Order Clerk II 17.67
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 24.97
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 31.78
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 13.96
01532 - Travel Clerk II 14.75
01533 - Travel Clerk III 15.63
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.65
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 15.23
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.40
07041 - Cook I 18.65
07042 - Cook II 21.34
07070 - Dishwasher 12.23
07130 - Food Service Worker 12.56
07210 - Meat Cutter 23.67
07260 - Waiter/Waitress 15.55
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.12

09040 - Furniture Handler 17.01
09080 - Furniture Refinisher 27.10
09090 - Furniture Refinisher Helper 20.51
09110 - Furniture Repairer Minor 23.86
09130 - Upholsterer 27.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.94
11060 - Elevator Operator 15.70
11090 - Gardener 21.63
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 16.54
11240 - Maid or Houseman 14.67
11260 - Pruner 14.82
11270 - Tractor Operator 19.95
11330 - Trail Maintenance Worker 16.54
11360 - Window Cleaner 16.30
12000 - Health Occupations
12010 - Ambulance Driver 20.22
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 27.15
12015 - Certified Physical Therapist Assistant 29.05
12020 - Dental Assistant 20.16
12025 - Dental Hygienist 42.15
12030 - EKG Technician 30.51
12035 - Electroneurodiagnostic Technologist 30.51
12040 - Emergency Medical Technician 20.22
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 25.73
12160 - Medical Record Clerk 20.02
12190 - Medical Record Technician 24.63
12195 - Medical Transcriptionist 18.65
12210 - Nuclear Medicine Technologist 44.25
12221 - Nursing Assistant I 12.90
12222 - Nursing Assistant II 14.51
12223 - Nursing Assistant III 15.84
12224 - Nursing Assistant IV 17.78
12235 - Optical Dispenser 25.40
12236 - Optical Technician 18.00
12250 - Pharmacy Technician 15.94
12280 - Phlebotomist 17.55
12305 - Radiologic Technologist 33.98
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		35.58
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		35.58
13047 - Librarian		34.04
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		27.67
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.99
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		35.58
13075 - Photographer V		43.04
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.21
15070 - Flight Instructor (Pilot)		51.69
15080 - Graphic Artist		27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.77

15086 - Maintenance Test Pilot Rotary Wing 47.77
15088 - Non-Maintenance Test/Co-Pilot 47.77
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.10
19040 - Tool And Die Maker 31.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.96
21030 - Material Coordinator 24.97
21040 - Material Expediter 24.97
21050 - Material Handling Laborer 15.14
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 19.96
21110 - Shipping Packer 17.35
21130 - Shipping/Receiving Clerk 17.35
21140 - Store Worker I 13.16
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 19.96
21410 - Warehouse Specialist 19.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.87
23019 - Aircraft Logs and Records Technician 24.02
23021 - Aircraft Mechanic I 28.86
23022 - Aircraft Mechanic II 29.87
23023 - Aircraft Mechanic III 31.02
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 27.10
23060 - Aircraft Servicer 24.02
23070 - Aircraft Survival Flight Equipment Technician 27.10
23080 - Aircraft Worker 25.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.86
23110 - Appliance Mechanic 25.54

23120 - Bicycle Repairer	17.17
23125 - Cable Splicer	31.81
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.55
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	28.55
23310 - Fire Extinguisher Repairer	22.48
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	24.09
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	28.86
23381 - Ground Support Equipment Servicer	24.02
23382 - Ground Support Equipment Worker	25.52
23391 - Gunsmith I	22.48
23392 - Gunsmith II	25.72
23393 - Gunsmith III	28.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	28.71
23440 - Heavy Equipment Operator	32.91
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	27.39
23470 - Laborer	15.14
23510 - Locksmith	27.10
23530 - Machinery Maintenance Mechanic	27.59
23550 - Machinist Maintenance	23.88
23580 - Maintenance Trades Helper	19.69
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	27.10
23760 - Painter Maintenance	27.10
23790 - Pipefitter Maintenance	29.88
23810 - Plumber Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	28.86
23850 - Rigger	28.55
23870 - Scale Mechanic	25.72
23890 - Sheet-Metal Worker Maintenance	35.96
23910 - Small Engine Mechanic	23.21
23931 - Telecommunications Mechanic I	36.15
23932 - Telecommunications Mechanic II	37.82
23950 - Telephone Lineman	38.56
23960 - Welder Combination Maintenance	22.17

23965 - Well Driller	28.55
23970 - Woodcraft Worker	29.26
23980 - Woodworker	26.66
24000 - Personal Needs Occupations	
24550 - Case Manager	20.76
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.46
24610 - Chore Aide	13.23
24620 - Family Readiness And Support Services Coordinator	20.76
24630 - Homemaker	20.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.30
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.35
28042 - Carnival Equipment Repairer	17.72
28043 - Carnival Worker	12.14
28210 - Gate Attendant/Gate Tender	18.14
28310 - Lifeguard	14.60
28350 - Park Attendant (Aide)	20.31
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	24.75
28630 - Sports Official	16.16
28690 - Swimming Pool Operator	20.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.00
29020 - Hatch Tender	26.00
29030 - Line Handler	26.00
29041 - Stevedore I	24.25
29042 - Stevedore II	27.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.00

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		26.15
30051 - Cryogenic Technician I		28.96
30052 - Cryogenic Technician II		31.98
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		19.62
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		39.40
30086 - Engineering Technician VI		43.34
30090 - Environmental Technician		24.34
30095 - Evidence Control Specialist		26.15
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.98
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		23.02
30362 - Paralegal/Legal Assistant II		28.52
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.21
30375 - Petroleum Supply Specialist		31.98
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		31.98
30461 - Technical Writer I		27.81
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		29.29
30492 - Unexploded Ordnance (UXO) Technician II		35.44
30493 - Unexploded Ordnance (UXO) Technician III		42.48
30494 - Unexploded (UXO) Safety Escort		29.29
30495 - Unexploded (UXO) Sweep Personnel		29.29
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.44
31020 - Bus Aide		15.14
31030 - Bus Driver		21.05
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		13.03
31290 - Shuttle Bus Driver		17.80

31310 - Taxi Driver	15.50
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.82
99050 - Desk Clerk	16.14
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.42
99252 - Laboratory Animal Caretaker II	16.71
99260 - Marketing Analyst	28.60
99310 - Mortician	34.44
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	21.93
99711 - Recycling Specialist	25.99
99730 - Refuse Collector	21.16
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.55
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.01
99841 - Vending Machine Repairer	24.82
99842 - Vending Machine Repairer Helper	20.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4156
Revision No.: 14
Date Of Last Revision: 07/15/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.06
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.78
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.39
01043 - Customer Service Representative III		16.79
01051 - Data Entry Operator I		16.39
01052 - Data Entry Operator II		17.88
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		16.28

01090 - Duplicating Machine Operator 16.28
01111 - General Clerk I 15.30
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 14.61
01191 - Order Clerk I 15.30
01192 - Order Clerk II 17.67
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 24.97
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 31.78
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 13.96
01532 - Travel Clerk II 14.75
01533 - Travel Clerk III 15.63
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.65
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 15.23
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.40
07041 - Cook I 18.65
07042 - Cook II 21.34
07070 - Dishwasher 12.23
07130 - Food Service Worker 12.56
07210 - Meat Cutter 23.67

07260 - Waiter/Waitress	15.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.12
09040 - Furniture Handler	17.01
09080 - Furniture Refinisher	27.10
09090 - Furniture Refinisher Helper	20.51
09110 - Furniture Repairer Minor	23.86
09130 - Upholsterer	27.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	15.70
11090 - Gardener	21.63
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	16.54
11240 - Maid or Houseman	14.67
11260 - Pruner	14.82
11270 - Tractor Operator	19.95
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.30
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	27.15
12015 - Certified Physical Therapist Assistant	29.05
12020 - Dental Assistant	20.16
12025 - Dental Hygienist	42.15
12030 - EKG Technician	30.51
12035 - Electroneurodiagnostic Technologist	30.51
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	25.73
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	24.63
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	44.25
12221 - Nursing Assistant I	12.90
12222 - Nursing Assistant II	14.51
12223 - Nursing Assistant III	15.84
12224 - Nursing Assistant IV	17.78
12235 - Optical Dispenser	25.40
12236 - Optical Technician	18.00
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	17.55
12305 - Radiologic Technologist	33.98
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		35.58
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		35.58
13047 - Librarian		34.04
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		27.67
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.99
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		35.58
13075 - Photographer V		43.04
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.21

15070 - Flight Instructor (Pilot) 51.69
15080 - Graphic Artist 27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.77
15086 - Maintenance Test Pilot Rotary Wing 47.77
15088 - Non-Maintenance Test/Co-Pilot 47.77
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.22
16030 - Counter Attendant 14.22
16040 - Dry Cleaner 16.26
16070 - Finisher Flatwork Machine 14.22
16090 - Presser Hand 14.22
16110 - Presser Machine Drycleaning 14.22
16130 - Presser Machine Shirts 14.22
16160 - Presser Machine Wearing Apparel Laundry 14.22
16190 - Sewing Machine Operator 16.94
16220 - Tailor 17.62
16250 - Washer Machine 14.90
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.10
19040 - Tool And Die Maker 31.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.96
21030 - Material Coordinator 24.97
21040 - Material Expediter 24.97
21050 - Material Handling Laborer 15.14
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 19.96
21110 - Shipping Packer 17.35
21130 - Shipping/Receiving Clerk 17.35
21140 - Store Worker I 13.16
21150 - Stock Clerk 18.30
21210 - Tools And Parts Attendant 19.96
21410 - Warehouse Specialist 19.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.87
23019 - Aircraft Logs and Records Technician 24.02
23021 - Aircraft Mechanic I 28.86
23022 - Aircraft Mechanic II 29.87
23023 - Aircraft Mechanic III 31.02
23040 - Aircraft Mechanic Helper 20.73
23050 - Aircraft Painter 27.10
23060 - Aircraft Servicer 24.02
23070 - Aircraft Survival Flight Equipment Technician 27.10
23080 - Aircraft Worker 25.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.52

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.86
23110 - Appliance Mechanic 25.54
23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 31.81
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.39
23183 - Electronics Technician Maintenance III 28.55
23260 - Fabric Worker 26.22
23290 - Fire Alarm System Mechanic 28.55
23310 - Fire Extinguisher Repairer 22.48
23311 - Fuel Distribution System Mechanic 29.94
23312 - Fuel Distribution System Operator 24.09
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 28.86
23381 - Ground Support Equipment Servicer 24.02
23382 - Ground Support Equipment Worker 25.52
23391 - Gunsmith I 22.48
23392 - Gunsmith II 25.72
23393 - Gunsmith III 28.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.04
23430 - Heavy Equipment Mechanic 28.71
23440 - Heavy Equipment Operator 32.91
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 27.39
23470 - Laborer 15.14
23510 - Locksmith 27.10
23530 - Machinery Maintenance Mechanic 27.59
23550 - Machinist Maintenance 23.88
23580 - Maintenance Trades Helper 19.69
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.24
23593 - Metrology Technician III 34.64
23640 - Millwright 29.72
23710 - Office Appliance Repairer 27.10
23760 - Painter Maintenance 27.10
23790 - Pipefitter Maintenance 29.88
23810 - Plumber Maintenance 27.38
23820 - Pneudraulic Systems Mechanic 28.86
23850 - Rigger 28.55
23870 - Scale Mechanic 25.72
23890 - Sheet-Metal Worker Maintenance 35.96
23910 - Small Engine Mechanic 23.21
23931 - Telecommunications Mechanic I 36.15

23932 - Telecommunications Mechanic II 37.82
23950 - Telephone Lineman 38.56
23960 - Welder Combination Maintenance 22.17
23965 - Well Driller 28.55
23970 - Woodcraft Worker 29.26
23980 - Woodworker 26.66
24000 - Personal Needs Occupations
24550 - Case Manager 20.76
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.46
24610 - Chore Aide 13.23
24620 - Family Readiness And Support Services Coordinator 20.76
24630 - Homemaker 20.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 21.58
25210 - Water Treatment Plant Operator 25.19
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.30
27007 - Baggage Inspector 17.16
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.16
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.35
28042 - Carnival Equipment Repairer 17.72
28043 - Carnival Worker 12.14
28210 - Gate Attendant/Gate Tender 18.14
28310 - Lifeguard 14.60
28350 - Park Attendant (Aide) 20.31
28510 - Recreation Aide/Health Facility Attendant 15.76
28515 - Recreation Specialist 24.75
28630 - Sports Official 16.16
28690 - Swimming Pool Operator 20.28
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.00
29020 - Hatch Tender 26.00
29030 - Line Handler 26.00
29041 - Stevedore I 24.25
29042 - Stevedore II 27.10
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 26.15
30051 - Cryogenic Technician I 28.96
30052 - Cryogenic Technician II 31.98
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 28.96
30081 - Engineering Technician I 19.62
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 39.40
30086 - Engineering Technician VI 43.34
30090 - Environmental Technician 24.34
30095 - Evidence Control Specialist 26.15
30210 - Laboratory Technician 23.53
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.98
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 23.02
30362 - Paralegal/Legal Assistant II 28.52
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.21
30375 - Petroleum Supply Specialist 31.98
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 31.98
30461 - Technical Writer I 27.81
30462 - Technical Writer II 32.99
30463 - Technical Writer III 39.10
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 28.96
30502 - Weather Forecaster II 35.23
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 15.14
31030 - Bus Driver 21.05

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	13.03
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	15.50
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.82
99050 - Desk Clerk	16.14
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.42
99252 - Laboratory Animal Caretaker II	16.71
99260 - Marketing Analyst	28.60
99310 - Mortician	34.44
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	21.93
99711 - Recycling Specialist	25.99
99730 - Refuse Collector	21.16
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.55
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	20.01
99841 - Vending Machine Repairer	24.82
99842 - Vending Machine Repairer Helper	20.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4157
Revision No.: 13
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Nassau Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 17.19
01191 - Order Clerk I 19.59
01192 - Order Clerk II 20.45
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.16
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.50
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 20.80
05130 - Motor Equipment Metal Mechanic 29.80
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 16.92
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.83
07130 - Food Service Worker 14.12
07210 - Meat Cutter 22.64
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.16

09040 - Furniture Handler 16.83
09080 - Furniture Refinisher 22.16
09090 - Furniture Refinisher Helper 18.01
09110 - Furniture Repairer Minor 20.37
09130 - Upholsterer 24.38
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 25.29
12011 - Breath Alcohol Technician 25.29
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.34
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 25.29
12071 - Licensed Practical Nurse I 23.69
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.37
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 14.14
12222 - Nursing Assistant II 15.88
12223 - Nursing Assistant III 17.33
12224 - Nursing Assistant IV 19.47
12235 - Optical Dispenser 28.25
12236 - Optical Technician 17.81
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 23.02
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		17.64
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		22.16
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		39.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.31
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.36

15086 - Maintenance Test Pilot Rotary Wing 50.36
15088 - Non-Maintenance Test/Co-Pilot 50.36
15090 - Technical Instructor 32.16
15095 - Technical Instructor/Course Developer 39.22
15110 - Test Proctor 25.56
15120 - Tutor 25.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.28
19040 - Tool And Die Maker 29.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.48
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 17.00
21080 - Production Line Worker (Food Processing) 19.48
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.48
21410 - Warehouse Specialist 19.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 24.38

23120 - Bicycle Repairer 23.87
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 30.97
23140 - Carpet Layer 32.96
23160 - Electrician Maintenance 37.18
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.74
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 39.84
23312 - Fuel Distribution System Operator 33.48
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.95
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.11
23580 - Maintenance Trades Helper 17.71
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 33.27
23640 - Millwright 40.14
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 26.78
23790 - Pipefitter Maintenance 43.18
23810 - Plumber Maintenance 41.57
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 35.67
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 33.93
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 24.31

23965 - Well Driller	32.75
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	14.15
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	18.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.11
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.11
25190 - Ventilation Equipment Tender	32.76
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	41.23
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	41.23
27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	43.09
27132 - Police Officer II	47.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.67
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.94
29020 - Hatch Tender	30.94
29030 - Line Handler	30.94
29041 - Stevedore I	29.36
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35

30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		29.61
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		28.96
30222 - Latent Fingerprint Technician II		31.99
30240 - Mathematical Technician		37.62
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		28.11
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		27.45
30462 - Technical Writer II		33.57
30463 - Technical Writer III		40.63
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		31.09
30502 - Weather Forecaster II		37.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		23.30
31030 - Bus Driver		29.35
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.31
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.97
31364 - Truckdriver Tractor-Trailer	26.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	18.74
99050 - Desk Clerk	15.36
99095 - Embalmer	38.57
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	38.57
99410 - Pest Controller	21.18
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	36.74
99831 - Surveying Aide	21.57
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.55
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4158
Revision No.: 12
Date Of Last Revision: 04/20/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Nassau Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.08

01090 - Duplicating Machine Operator	17.08
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	17.19
01191 - Order Clerk I	19.59
01192 - Order Clerk II	20.45
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.20
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	34.92
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	16.77
01531 - Travel Clerk I	17.45
01532 - Travel Clerk II	18.91
01533 - Travel Clerk III	20.52
01611 - Word Processor I	17.87
01612 - Word Processor II	20.16
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	17.33
07042 - Cook II	19.35
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer Minor	20.37
09130 - Upholsterer	24.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	20.39
12025 - Dental Hygienist	47.34
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	32.77
12160 - Medical Record Clerk	21.47
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.78
12222 - Nursing Assistant II	15.50
12223 - Nursing Assistant III	16.91
12224 - Nursing Assistant IV	18.99
12235 - Optical Dispenser	28.17
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		17.64
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13090 - Technical Order Library Clerk		22.16
13110 - Video Teleconference Technician		26.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		35.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		37.52

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.31
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.78
15086 - Maintenance Test Pilot Rotary Wing 45.78
15088 - Non-Maintenance Test/Co-Pilot 45.78
15090 - Technical Instructor 32.16
15095 - Technical Instructor/Course Developer 39.22
15110 - Test Proctor 25.56
15120 - Tutor 25.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.98
16030 - Counter Attendant 15.98
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.98
16090 - Presser Hand 15.98
16110 - Presser Machine Drycleaning 15.98
16130 - Presser Machine Shirts 15.98
16160 - Presser Machine Wearing Apparel Laundry 15.98
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.28
19040 - Tool And Die Maker 29.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.48
21030 - Material Coordinator 25.20
21040 - Material Expediter 25.20
21050 - Material Handling Laborer 14.62
21071 - Order Filler 17.00
21080 - Production Line Worker (Food Processing) 19.48
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.48
21410 - Warehouse Specialist 19.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 22.16
23120 - Bicycle Repairer 23.87
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 30.97
23140 - Carpet Layer 32.96
23160 - Electrician Maintenance 37.18
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 30.49
23260 - Fabric Worker 31.58
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 39.84
23312 - Fuel Distribution System Operator 33.48
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 31.50
23440 - Heavy Equipment Operator 40.43
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 15.95
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 24.11
23580 - Maintenance Trades Helper 17.71
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 33.27
23640 - Millwright 37.63
23710 - Office Appliance Repairer 22.62
23760 - Painter Maintenance 26.78
23790 - Pipefitter Maintenance 43.18
23810 - Plumber Maintenance 41.57
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 35.67
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 33.93
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II	36.63
23950 - Telephone Lineman	42.64
23960 - Welder Combination Maintenance	24.31
23965 - Well Driller	32.75
23970 - Woodcraft Worker	33.48
23980 - Woodworker	27.68
24000 - Personal Needs Occupations	
24550 - Case Manager	17.97
24570 - Child Care Attendant	13.95
24580 - Child Care Center Clerk	17.40
24610 - Chore Aide	12.86
24620 - Family Readiness And Support Services Coordinator	17.97
24630 - Homemaker	17.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.28
25040 - Sewage Plant Operator	33.92
25070 - Stationary Engineer	38.28
25190 - Ventilation Equipment Tender	29.78
25210 - Water Treatment Plant Operator	33.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	41.23
27010 - Court Security Officer	38.01
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	41.23
27070 - Firefighter	41.82
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	43.09
27132 - Police Officer II	47.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Worker	13.67
28210 - Gate Attendant/Gate Tender	18.42
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	20.60
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	25.53
28630 - Sports Official	16.40
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.90
29020 - Hatch Tender	30.90
29030 - Line Handler	30.90
29041 - Stevedore I	29.32
29042 - Stevedore II	32.85
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 22.43
30022 - Archeological Technician II 26.50
30023 - Archeological Technician III 31.09
30030 - Cartographic Technician 29.15
30040 - Civil Engineering Technician 29.61
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 26.50
30063 - Drafter/CAD Operator III 29.42
30064 - Drafter/CAD Operator IV 31.09
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 28.96
30222 - Latent Fingerprint Technician II 31.99
30240 - Mathematical Technician 34.20
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 28.11
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.84
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 31.09
30502 - Weather Forecaster II 37.82
30620 - Weather Observer Combined Upper Air Or (see 2) 29.42
Surface Programs
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 21.18
31030 - Bus Driver 26.68

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	15.74
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	26.97
31364 - Truckdriver Tractor-Trailer	26.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	18.74
99050 - Desk Clerk	14.68
99095 - Embalmer	38.57
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	36.92
99310 - Mortician	38.57
99410 - Pest Controller	21.18
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	31.86
99711 - Recycling Specialist	36.03
99730 - Refuse Collector	30.40
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.19
99830 - Survey Party Chief	35.95
99831 - Surveying Aide	21.11
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4159
Revision No.: 14
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 16.05
01192 - Order Clerk II 17.67
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.13
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 15.55
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.09

09040 - Furniture Handler 13.27
09080 - Furniture Refinisher 18.79
09090 - Furniture Refinisher Helper 15.19
09110 - Furniture Repairer Minor 17.10
09130 - Upholsterer 18.39
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 22.24
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.38
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 22.24
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.99
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 20.01
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.70
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.16
13042 - Illustrator II		32.41
13043 - Illustrator III		39.05
13047 - Librarian		35.89
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		27.66
13058 - Library Technician		21.67
13061 - Media Specialist I		23.33
13062 - Media Specialist II		26.16
13063 - Media Specialist III		29.16
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.99
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		51.99
15080 - Graphic Artist		31.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 29.88
15095 - Technical Instructor/Course Developer 36.55
15110 - Test Proctor 24.12
15120 - Tutor 24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 14.39
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 23.65

23120 - Bicycle Repairer 16.14
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.90
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 32.23
23370 - General Maintenance Worker 23.75
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.24
23593 - Metrology Technician III 34.64
23640 - Millwright 40.73
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 25.15
23790 - Pipefitter Maintenance 32.76
23810 - Plumber Maintenance 31.53
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 34.39
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		32.44
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.60
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		13.83
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		19.80
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.23
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		42.23
25190 - Ventilation Equipment Tender		32.86
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.16
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.16
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.76
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		19.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.61
29020 - Hatch Tender		34.61
29030 - Line Handler		34.61
29041 - Stevedore I		29.41
29042 - Stevedore II		32.27
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.19
30081 - Engineering Technician I		19.62
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		39.40
30086 - Engineering Technician VI		43.34
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		34.97
30361 - Paralegal/Legal Assistant I		23.17
30362 - Paralegal/Legal Assistant II		28.71
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.50
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.19
30502 - Weather Forecaster II		36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.39
31030 - Bus Driver		31.61
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	32.10
99711 - Recycling Specialist	38.06
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	20.54
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	21.38
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer Helper	22.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4160
Revision No.: 13
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.58
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.67
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.27
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 34.92
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.45
01532 - Travel Clerk II 18.91
01533 - Travel Clerk III 20.52
01611 - Word Processor I 17.87
01612 - Word Processor II 20.07
01613 - Word Processor III 22.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.55
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.40
07041 - Cook I 17.33
07042 - Cook II 19.35
07070 - Dishwasher 12.53
07130 - Food Service Worker 13.47
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	14.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.35
09040 - Furniture Handler	13.27
09080 - Furniture Refinisher	18.79
09090 - Furniture Refinisher Helper	15.19
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	18.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.38
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		32.64
13013 - Exhibits Specialist III		37.68
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		35.50
13047 - Librarian		34.02
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		39.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.99
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.72

15070 - Flight Instructor (Pilot) 51.99
15080 - Graphic Artist 30.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99
15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 28.83
15095 - Technical Instructor/Course Developer 35.26
15110 - Test Proctor 23.27
15120 - Tutor 23.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.77
16030 - Counter Attendant 15.77
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.77
16090 - Presser Hand 15.77
16110 - Presser Machine Drycleaning 15.77
16130 - Presser Machine Shirts 15.77
16160 - Presser Machine Wearing Apparel Laundry 15.77
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 14.58
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 21.50
23120 - Bicycle Repairer 14.67
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 30.49
23260 - Fabric Worker 31.73
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 37.89
23312 - Fuel Distribution System Operator 31.32
23370 - General Maintenance Worker 22.06
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 41.98
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.58
23510 - Locksmith 25.05
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.24
23593 - Metrology Technician III 34.64
23640 - Millwright 40.73
23710 - Office Appliance Repairer 22.62
23760 - Painter Maintenance 23.47
23790 - Pipefitter Maintenance 32.76
23810 - Plumber Maintenance 31.53
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 34.39
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 32.44
23970 - Woodcraft Worker 33.48
23980 - Woodworker 25.09
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 19.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.16
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.16
27102 - Guard II 20.36
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.76
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 17.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.61
29020 - Hatch Tender 34.61
29030 - Line Handler 34.61
29041 - Stevedore I 29.41
29042 - Stevedore II 32.23
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 29.82
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 29.64
30081 - Engineering Technician I 19.62
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 39.40
30086 - Engineering Technician VI 43.34
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 29.77
30222 - Latent Fingerprint Technician II 32.88
30240 - Mathematical Technician 31.79
30361 - Paralegal/Legal Assistant I 21.94
30362 - Paralegal/Legal Assistant II 27.17
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 40.21
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.80
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 29.64
30502 - Weather Forecaster II 36.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 22.17
31030 - Bus Driver 28.74

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	16.04
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	15.25
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	36.92
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	29.18
99711 - Recycling Specialist	34.60
99730 - Refuse Collector	29.57
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	30.77
99831 - Surveying Aide	20.10
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	19.44
99841 - Vending Machine Repairer	23.91
99842 - Vending Machine Repairer Helper	20.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4161
Revision No.: 14
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Livingston Monroe Ontario Orleans Wayne Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.49
01012 - Accounting Clerk II		17.38
01013 - Accounting Clerk III		19.45
01020 - Administrative Assistant		30.56
01035 - Court Reporter		33.14
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.96
01043 - Customer Service Representative III		16.32
01051 - Data Entry Operator I		14.77
01052 - Data Entry Operator II		16.11
01060 - Dispatcher Motor Vehicle		20.68
01070 - Document Preparation Clerk		14.89
01090 - Duplicating Machine Operator		14.89
01111 - General Clerk I		13.57
01112 - General Clerk II		13.91

01113 - General Clerk III 15.71
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 13.92
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.33
01261 - Personnel Assistant (Employment) I 16.10
01262 - Personnel Assistant (Employment) II 18.01
01263 - Personnel Assistant (Employment) III 20.08
01270 - Production Control Clerk 21.69
01290 - Rental Clerk 14.96
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.88
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 17.78
01410 - Supply Technician 30.56
01420 - Survey Worker 16.79
01460 - Switchboard Operator/Receptionist 14.57
01531 - Travel Clerk I 15.72
01532 - Travel Clerk II 16.59
01533 - Travel Clerk III 17.52
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.24
05040 - Automotive Glass Installer 18.40
05070 - Automotive Worker 18.40
05110 - Mobile Equipment Servicer 16.67
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.40
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 15.74
05250 - Motor Vehicle Upholstery Worker 17.52
05280 - Motor Vehicle Wrecker 18.40
05310 - Painter Automotive 19.24
05340 - Radiator Repair Specialist 18.57
05370 - Tire Repairer 15.38
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 14.48
07042 - Cook II 16.45
07070 - Dishwasher 11.72
07130 - Food Service Worker 12.24
07210 - Meat Cutter 20.35
07260 - Waiter/Waitress 15.46
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.67

09040 - Furniture Handler 12.95
09080 - Furniture Refinisher 19.67
09090 - Furniture Refinisher Helper 14.89
09110 - Furniture Repairer Minor 16.86
09130 - Upholsterer 19.67
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.20
11060 - Elevator Operator 13.29
11090 - Gardener 18.28
11122 - Housekeeping Aide 13.29
11150 - Janitor 13.29
11210 - Laborer Grounds Maintenance 14.80
11240 - Maid or Houseman 12.16
11260 - Pruner 13.69
11270 - Tractor Operator 17.00
11330 - Trail Maintenance Worker 14.80
11360 - Window Cleaner 14.37
12000 - Health Occupations
12010 - Ambulance Driver 18.57
12011 - Breath Alcohol Technician 18.47
12012 - Certified Occupational Therapist Assistant 27.04
12015 - Certified Physical Therapist Assistant 25.19
12020 - Dental Assistant 18.43
12025 - Dental Hygienist 29.93
12030 - EKG Technician 27.26
12035 - Electroneurodiagnostic Technologist 27.26
12040 - Emergency Medical Technician 18.57
12071 - Licensed Practical Nurse I 18.19
12072 - Licensed Practical Nurse II 20.43
12073 - Licensed Practical Nurse III 22.77
12100 - Medical Assistant 16.07
12130 - Medical Laboratory Technician 21.91
12160 - Medical Record Clerk 18.88
12190 - Medical Record Technician 21.13
12195 - Medical Transcriptionist 17.67
12210 - Nuclear Medicine Technologist 38.20
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.33
12223 - Nursing Assistant III 14.54
12224 - Nursing Assistant IV 16.32
12235 - Optical Dispenser 27.03
12236 - Optical Technician 17.36
12250 - Pharmacy Technician 15.38
12280 - Phlebotomist 16.74
12305 - Radiologic Technologist 26.76
12311 - Registered Nurse I 25.22
12312 - Registered Nurse II 29.83
12313 - Registered Nurse II Specialist 29.83
12314 - Registered Nurse III 36.10
12315 - Registered Nurse III Anesthetist 36.10

12316 - Registered Nurse IV		43.25
12317 - Scheduler (Drug and Alcohol Testing)		23.00
12320 - Substance Abuse Treatment Counselor		22.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		29.46
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		29.46
13047 - Librarian		26.66
13050 - Library Aide/Clerk		13.83
13054 - Library Information Technology Systems Administrator		24.07
13058 - Library Technician		15.07
13061 - Media Specialist I		17.38
13062 - Media Specialist II		19.44
13063 - Media Specialist III		21.66
13071 - Photographer I		15.97
13072 - Photographer II		17.87
13073 - Photographer III		22.13
13074 - Photographer IV		27.07
13075 - Photographer V		32.75
13090 - Technical Order Library Clerk		17.37
13110 - Video Teleconference Technician		23.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.23
14042 - Computer Operator II		19.28
14043 - Computer Operator III		21.49
14044 - Computer Operator IV		23.88
14045 - Computer Operator V		26.45
14071 - Computer Programmer I	(see 1)	24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.23
14160 - Personal Computer Support Technician		23.88
14170 - System Support Specialist		33.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		41.67
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.53

15086 - Maintenance Test Pilot Rotary Wing 38.53
15088 - Non-Maintenance Test/Co-Pilot 38.53
15090 - Technical Instructor 23.74
15095 - Technical Instructor/Course Developer 29.05
15110 - Test Proctor 19.17
15120 - Tutor 19.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.30
16030 - Counter Attendant 13.30
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.30
16090 - Presser Hand 13.30
16110 - Presser Machine Drycleaning 13.30
16130 - Presser Machine Shirts 13.30
16160 - Presser Machine Wearing Apparel Laundry 13.30
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.44
16250 - Washer Machine 13.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.12
21030 - Material Coordinator 21.69
21040 - Material Expediter 21.69
21050 - Material Handling Laborer 13.95
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 17.12
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 14.33
21150 - Stock Clerk 18.15
21210 - Tools And Parts Attendant 17.12
21410 - Warehouse Specialist 17.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.50
23019 - Aircraft Logs and Records Technician 28.88
23021 - Aircraft Mechanic I 33.84
23022 - Aircraft Mechanic II 35.50
23023 - Aircraft Mechanic III 37.17
23040 - Aircraft Mechanic Helper 25.18
23050 - Aircraft Painter 32.20
23060 - Aircraft Servicer 28.88
23070 - Aircraft Survival Flight Equipment Technician 32.20
23080 - Aircraft Worker 30.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.84
23110 - Appliance Mechanic 21.72

23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 39.98
23130 - Carpenter Maintenance 21.57
23140 - Carpet Layer 24.68
23160 - Electrician Maintenance 30.29
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.86
23183 - Electronics Technician Maintenance III 26.14
23260 - Fabric Worker 23.25
23290 - Fire Alarm System Mechanic 26.55
23310 - Fire Extinguisher Repairer 21.75
23311 - Fuel Distribution System Mechanic 35.89
23312 - Fuel Distribution System Operator 28.83
23370 - General Maintenance Worker 19.57
23380 - Ground Support Equipment Mechanic 33.84
23381 - Ground Support Equipment Servicer 28.88
23382 - Ground Support Equipment Worker 30.54
23391 - Gunsmith I 21.75
23392 - Gunsmith II 24.68
23393 - Gunsmith III 27.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.82
23430 - Heavy Equipment Mechanic 23.68
23440 - Heavy Equipment Operator 26.17
23460 - Instrument Mechanic 27.35
23465 - Laboratory/Shelter Mechanic 26.01
23470 - Laborer 13.95
23510 - Locksmith 25.86
23530 - Machinery Maintenance Mechanic 25.59
23550 - Machinist Maintenance 22.45
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 27.35
23592 - Metrology Technician II 28.68
23593 - Metrology Technician III 30.04
23640 - Millwright 29.95
23710 - Office Appliance Repairer 20.75
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 31.32
23810 - Plumber Maintenance 29.79
23820 - Pneudraulic Systems Mechanic 27.35
23850 - Rigger 27.35
23870 - Scale Mechanic 24.68
23890 - Sheet-Metal Worker Maintenance 31.24
23910 - Small Engine Mechanic 20.69
23931 - Telecommunications Mechanic I 30.07
23932 - Telecommunications Mechanic II 31.58
23950 - Telephone Lineman 29.47
23960 - Welder Combination Maintenance 20.58

23965 - Well Driller		26.35
23970 - Woodcraft Worker		27.35
23980 - Woodworker		21.75
24000 - Personal Needs Occupations		
24550 - Case Manager		17.84
24570 - Child Care Attendant		12.18
24580 - Child Care Center Clerk		15.19
24610 - Chore Aide		13.07
24620 - Family Readiness And Support Services Coordinator		17.84
24630 - Homemaker		17.84
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.56
25040 - Sewage Plant Operator		26.56
25070 - Stationary Engineer		32.56
25190 - Ventilation Equipment Tender		24.06
25210 - Water Treatment Plant Operator		26.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.12
27007 - Baggage Inspector		15.59
27008 - Corrections Officer		30.81
27010 - Court Security Officer		32.80
27030 - Detection Dog Handler		18.54
27040 - Detention Officer		30.81
27070 - Firefighter		34.94
27101 - Guard I		15.59
27102 - Guard II		18.54
27131 - Police Officer I		30.88
27132 - Police Officer II		34.31
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.80
28042 - Carnival Equipment Repairer		15.92
28043 - Carnival Worker		11.90
28210 - Gate Attendant/Gate Tender		15.94
28310 - Lifeguard		11.91
28350 - Park Attendant (Aide)		17.84
28510 - Recreation Aide/Health Facility Attendant		13.02
28515 - Recreation Specialist		22.09
28630 - Sports Official		14.20
28690 - Swimming Pool Operator		18.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.03
29020 - Hatch Tender		33.03
29030 - Line Handler		33.04
29041 - Stevedore I		31.24
29042 - Stevedore II		34.82
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.82
30022 - Archeological Technician II		21.05
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		25.66
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		30.45
30061 - Drafter/CAD Operator I		18.82
30062 - Drafter/CAD Operator II		21.05
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.85
30083 - Engineering Technician III		21.61
30084 - Engineering Technician IV		27.09
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		21.29
30095 - Evidence Control Specialist		23.00
30210 - Laboratory Technician		24.29
30221 - Latent Fingerprint Technician I		27.58
30222 - Latent Fingerprint Technician II		30.45
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.12
30364 - Paralegal/Legal Assistant IV		38.86
30375 - Petroleum Supply Specialist		28.14
30390 - Photo-Optics Technician		26.06
30395 - Radiation Control Technician		28.14
30461 - Technical Writer I		23.57
30462 - Technical Writer II		28.83
30463 - Technical Writer III		34.88
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.88
30502 - Weather Forecaster II		33.54
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.78
30621 - Weather Observer Senior	(see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.42
31030 - Bus Driver		24.15
31043 - Driver Courier		13.77
31260 - Parking and Lot Attendant		12.54
31290 - Shuttle Bus Driver		14.25

31310 - Taxi Driver	13.28
31361 - Truckdriver Light	14.25
31362 - Truckdriver Medium	17.67
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.84
99050 - Desk Clerk	11.91
99095 - Embalmer	33.14
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.58
99260 - Marketing Analyst	30.93
99310 - Mortician	33.14
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	17.67
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	17.06
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	13.29
99830 - Survey Party Chief	29.95
99831 - Surveying Aide	18.76
99832 - Surveying Technician	25.75
99840 - Vending Machine Attendant	14.73
99841 - Vending Machine Repairer	17.91
99842 - Vending Machine Repairer Helper	14.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4162
Revision No.: 15
Date Of Last Revision: 08/25/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Livingston Monroe Ontario Orleans Wayne Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.49
01012 - Accounting Clerk II		17.38
01013 - Accounting Clerk III		19.45
01020 - Administrative Assistant		30.56
01035 - Court Reporter		33.14
01041 - Customer Service Representative I		13.31
01042 - Customer Service Representative II		14.96
01043 - Customer Service Representative III		16.32
01051 - Data Entry Operator I		14.77
01052 - Data Entry Operator II		16.11
01060 - Dispatcher Motor Vehicle		20.68
01070 - Document Preparation Clerk		14.89

01090 - Duplicating Machine Operator 14.89
01111 - General Clerk I 13.57
01112 - General Clerk II 13.91
01113 - General Clerk III 15.71
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 13.92
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.33
01261 - Personnel Assistant (Employment) I 16.10
01262 - Personnel Assistant (Employment) II 18.01
01263 - Personnel Assistant (Employment) III 20.08
01270 - Production Control Clerk 21.69
01290 - Rental Clerk 14.96
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.88
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 17.78
01410 - Supply Technician 30.56
01420 - Survey Worker 16.79
01460 - Switchboard Operator/Receptionist 14.57
01531 - Travel Clerk I 15.72
01532 - Travel Clerk II 16.59
01533 - Travel Clerk III 17.52
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.91
05010 - Automotive Electrician 19.24
05040 - Automotive Glass Installer 18.40
05070 - Automotive Worker 18.40
05110 - Mobile Equipment Servicer 16.67
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.40
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 15.74
05250 - Motor Vehicle Upholstery Worker 17.52
05280 - Motor Vehicle Wrecker 18.40
05310 - Painter Automotive 19.24
05340 - Radiator Repair Specialist 18.57
05370 - Tire Repairer 15.38
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 14.48
07042 - Cook II 16.45
07070 - Dishwasher 11.72
07130 - Food Service Worker 12.24
07210 - Meat Cutter 20.35

07260 - Waiter/Waitress	15.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	19.67
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.20
11060 - Elevator Operator	13.29
11090 - Gardener	18.28
11122 - Housekeeping Aide	13.29
11150 - Janitor	13.29
11210 - Laborer Grounds Maintenance	14.80
11240 - Maid or Houseman	12.16
11260 - Pruner	13.69
11270 - Tractor Operator	17.00
11330 - Trail Maintenance Worker	14.80
11360 - Window Cleaner	14.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.57
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	27.04
12015 - Certified Physical Therapist Assistant	25.19
12020 - Dental Assistant	18.43
12025 - Dental Hygienist	29.93
12030 - EKG Technician	27.26
12035 - Electroneurodiagnostic Technologist	27.26
12040 - Emergency Medical Technician	18.57
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	16.07
12130 - Medical Laboratory Technician	21.91
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	21.13
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	38.20
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.33
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	27.03
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	15.38
12280 - Phlebotomist	16.74
12305 - Radiologic Technologist	26.76
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	29.83

12313 - Registered Nurse II Specialist		29.83
12314 - Registered Nurse III		36.10
12315 - Registered Nurse III Anesthetist		36.10
12316 - Registered Nurse IV		43.25
12317 - Scheduler (Drug and Alcohol Testing)		23.00
12320 - Substance Abuse Treatment Counselor		22.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		29.46
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		29.46
13047 - Librarian		26.66
13050 - Library Aide/Clerk		13.83
13054 - Library Information Technology Systems Administrator		24.07
13058 - Library Technician		15.07
13061 - Media Specialist I		17.38
13062 - Media Specialist II		19.44
13063 - Media Specialist III		21.66
13071 - Photographer I		15.97
13072 - Photographer II		17.87
13073 - Photographer III		22.13
13074 - Photographer IV		27.07
13075 - Photographer V		32.75
13090 - Technical Order Library Clerk		17.37
13110 - Video Teleconference Technician		23.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.23
14042 - Computer Operator II		19.28
14043 - Computer Operator III		21.49
14044 - Computer Operator IV		23.88
14045 - Computer Operator V		26.45
14071 - Computer Programmer I	(see 1)	24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.23
14160 - Personal Computer Support Technician		23.88
14170 - System Support Specialist		33.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		32.39

15070 - Flight Instructor (Pilot) 41.67
15080 - Graphic Artist 22.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.53
15086 - Maintenance Test Pilot Rotary Wing 38.53
15088 - Non-Maintenance Test/Co-Pilot 38.53
15090 - Technical Instructor 23.74
15095 - Technical Instructor/Course Developer 29.05
15110 - Test Proctor 19.17
15120 - Tutor 19.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.30
16030 - Counter Attendant 13.30
16040 - Dry Cleaner 15.18
16070 - Finisher Flatwork Machine 13.30
16090 - Presser Hand 13.30
16110 - Presser Machine Drycleaning 13.30
16130 - Presser Machine Shirts 13.30
16160 - Presser Machine Wearing Apparel Laundry 13.30
16190 - Sewing Machine Operator 15.81
16220 - Tailor 16.44
16250 - Washer Machine 13.93
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.02
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.12
21030 - Material Coordinator 21.69
21040 - Material Expediter 21.69
21050 - Material Handling Laborer 13.95
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 17.12
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 14.33
21150 - Stock Clerk 18.15
21210 - Tools And Parts Attendant 17.12
21410 - Warehouse Specialist 17.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.50
23019 - Aircraft Logs and Records Technician 28.88
23021 - Aircraft Mechanic I 33.84
23022 - Aircraft Mechanic II 35.50
23023 - Aircraft Mechanic III 37.17
23040 - Aircraft Mechanic Helper 25.18
23050 - Aircraft Painter 32.20
23060 - Aircraft Servicer 28.88
23070 - Aircraft Survival Flight Equipment Technician 32.20
23080 - Aircraft Worker 30.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.54

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.84
23110 - Appliance Mechanic 21.72
23120 - Bicycle Repairer 21.75
23125 - Cable Splicer 39.98
23130 - Carpenter Maintenance 21.57
23140 - Carpet Layer 24.68
23160 - Electrician Maintenance 30.29
23181 - Electronics Technician Maintenance I 23.58
23182 - Electronics Technician Maintenance II 24.86
23183 - Electronics Technician Maintenance III 26.14
23260 - Fabric Worker 23.25
23290 - Fire Alarm System Mechanic 26.55
23310 - Fire Extinguisher Repairer 21.75
23311 - Fuel Distribution System Mechanic 35.89
23312 - Fuel Distribution System Operator 28.83
23370 - General Maintenance Worker 19.57
23380 - Ground Support Equipment Mechanic 33.84
23381 - Ground Support Equipment Servicer 28.88
23382 - Ground Support Equipment Worker 30.54
23391 - Gunsmith I 21.75
23392 - Gunsmith II 24.68
23393 - Gunsmith III 27.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.82
23430 - Heavy Equipment Mechanic 23.68
23440 - Heavy Equipment Operator 26.17
23460 - Instrument Mechanic 27.35
23465 - Laboratory/Shelter Mechanic 26.01
23470 - Laborer 13.95
23510 - Locksmith 25.86
23530 - Machinery Maintenance Mechanic 25.59
23550 - Machinist Maintenance 22.45
23580 - Maintenance Trades Helper 17.01
23591 - Metrology Technician I 27.35
23592 - Metrology Technician II 28.68
23593 - Metrology Technician III 30.04
23640 - Millwright 29.95
23710 - Office Appliance Repairer 20.75
23760 - Painter Maintenance 19.67
23790 - Pipefitter Maintenance 31.32
23810 - Plumber Maintenance 29.79
23820 - Pneudraulic Systems Mechanic 27.35
23850 - Rigger 27.35
23870 - Scale Mechanic 24.68
23890 - Sheet-Metal Worker Maintenance 31.24
23910 - Small Engine Mechanic 20.69
23931 - Telecommunications Mechanic I 30.07

23932 - Telecommunications Mechanic II	31.58
23950 - Telephone Lineman	29.47
23960 - Welder Combination Maintenance	20.58
23965 - Well Driller	26.35
23970 - Woodcraft Worker	27.35
23980 - Woodworker	21.75
24000 - Personal Needs Occupations	
24550 - Case Manager	17.84
24570 - Child Care Attendant	12.18
24580 - Child Care Center Clerk	15.19
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services Coordinator	17.84
24630 - Homemaker	17.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	26.56
25070 - Stationary Engineer	32.56
25190 - Ventilation Equipment Tender	24.06
25210 - Water Treatment Plant Operator	26.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.12
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	30.81
27010 - Court Security Officer	32.80
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	30.81
27070 - Firefighter	34.94
27101 - Guard I	15.59
27102 - Guard II	18.54
27131 - Police Officer I	30.88
27132 - Police Officer II	34.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.80
28042 - Carnival Equipment Repairer	15.92
28043 - Carnival Worker	11.90
28210 - Gate Attendant/Gate Tender	15.94
28310 - Lifeguard	11.91
28350 - Park Attendant (Aide)	17.84
28510 - Recreation Aide/Health Facility Attendant	13.02
28515 - Recreation Specialist	22.09
28630 - Sports Official	14.20
28690 - Swimming Pool Operator	18.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.03
29020 - Hatch Tender	33.03
29030 - Line Handler	33.04
29041 - Stevedore I	31.24
29042 - Stevedore II	34.82
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.82
30022 - Archeological Technician II 21.05
30023 - Archeological Technician III 26.06
30030 - Cartographic Technician 26.06
30040 - Civil Engineering Technician 25.66
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 30.45
30061 - Drafter/CAD Operator I 18.82
30062 - Drafter/CAD Operator II 21.05
30063 - Drafter/CAD Operator III 23.47
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 16.76
30082 - Engineering Technician II 18.85
30083 - Engineering Technician III 21.61
30084 - Engineering Technician IV 27.09
30085 - Engineering Technician V 31.56
30086 - Engineering Technician VI 32.84
30090 - Environmental Technician 21.29
30095 - Evidence Control Specialist 23.00
30210 - Laboratory Technician 24.29
30221 - Latent Fingerprint Technician I 27.58
30222 - Latent Fingerprint Technician II 30.45
30240 - Mathematical Technician 26.54
30361 - Paralegal/Legal Assistant I 20.54
30362 - Paralegal/Legal Assistant II 26.28
30363 - Paralegal/Legal Assistant III 32.12
30364 - Paralegal/Legal Assistant IV 38.86
30375 - Petroleum Supply Specialist 28.14
30390 - Photo-Optics Technician 26.06
30395 - Radiation Control Technician 28.14
30461 - Technical Writer I 23.57
30462 - Technical Writer II 28.83
30463 - Technical Writer III 34.88
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 33.54
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.78
30621 - Weather Observer Senior (see 2) 26.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.42
31030 - Bus Driver 24.15

31043 - Driver Courier	13.77
31260 - Parking and Lot Attendant	12.54
31290 - Shuttle Bus Driver	14.25
31310 - Taxi Driver	13.28
31361 - Truckdriver Light	14.25
31362 - Truckdriver Medium	17.67
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.84
99050 - Desk Clerk	11.91
99095 - Embalmer	33.14
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.58
99260 - Marketing Analyst	30.93
99310 - Mortician	33.14
99410 - Pest Controller	18.58
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	17.67
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	17.06
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	13.29
99830 - Survey Party Chief	29.95
99831 - Surveying Aide	18.76
99832 - Surveying Technician	25.75
99840 - Vending Machine Attendant	14.73
99841 - Vending Machine Repairer	17.91
99842 - Vending Machine Repairer Helper	14.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4163
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Madison Onondaga Oswego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.32
01020 - Administrative Assistant		30.98
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		13.72
01052 - Data Entry Operator II		14.97
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.14
01090 - Duplicating Machine Operator		15.14
01111 - General Clerk I		12.81
01112 - General Clerk II		13.98

01113 - General Clerk III 15.69
01120 - Housing Referral Assistant 20.76
01141 - Messenger Courier 13.72
01191 - Order Clerk I 15.87
01192 - Order Clerk II 17.33
01261 - Personnel Assistant (Employment) I 15.31
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 18.98
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.67
01300 - Scheduler Maintenance 16.64
01311 - Secretary I 16.64
01312 - Secretary II 18.62
01313 - Secretary III 20.76
01320 - Service Order Dispatcher 17.18
01410 - Supply Technician 30.98
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 15.16
01531 - Travel Clerk I 13.65
01532 - Travel Clerk II 14.73
01533 - Travel Clerk III 15.82
01611 - Word Processor I 14.72
01612 - Word Processor II 16.52
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.67
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 18.16
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 15.80
07042 - Cook II 17.67
07070 - Dishwasher 11.94
07130 - Food Service Worker 11.93
07210 - Meat Cutter 18.27
07260 - Waiter/Waitress 12.38
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.28

09040 - Furniture Handler 13.59
09080 - Furniture Refinisher 18.28
09090 - Furniture Refinisher Helper 15.63
09110 - Furniture Repairer Minor 16.95
09130 - Upholsterer 20.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.22
11060 - Elevator Operator 14.12
11090 - Gardener 17.72
11122 - Housekeeping Aide 14.12
11150 - Janitor 14.12
11210 - Laborer Grounds Maintenance 14.00
11240 - Maid or Houseman 12.03
11260 - Pruner 17.78
11270 - Tractor Operator 16.48
11330 - Trail Maintenance Worker 14.00
11360 - Window Cleaner 15.53
12000 - Health Occupations
12010 - Ambulance Driver 18.07
12011 - Breath Alcohol Technician 18.07
12012 - Certified Occupational Therapist Assistant 23.74
12015 - Certified Physical Therapist Assistant 23.45
12020 - Dental Assistant 17.43
12025 - Dental Hygienist 34.83
12030 - EKG Technician 32.84
12035 - Electroneurodiagnostic Technologist 32.84
12040 - Emergency Medical Technician 18.07
12071 - Licensed Practical Nurse I 16.79
12072 - Licensed Practical Nurse II 18.78
12073 - Licensed Practical Nurse III 20.94
12100 - Medical Assistant 15.34
12130 - Medical Laboratory Technician 26.68
12160 - Medical Record Clerk 18.47
12190 - Medical Record Technician 22.74
12195 - Medical Transcriptionist 17.48
12210 - Nuclear Medicine Technologist 41.27
12221 - Nursing Assistant I 11.43
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 26.64
12236 - Optical Technician 14.71
12250 - Pharmacy Technician 16.04
12280 - Phlebotomist 15.63
12305 - Radiologic Technologist 28.46
12311 - Registered Nurse I 22.60
12312 - Registered Nurse II 27.66
12313 - Registered Nurse II Specialist 27.66
12314 - Registered Nurse III 33.46
12315 - Registered Nurse III Anesthetist 33.46

12316 - Registered Nurse IV		40.10
12317 - Scheduler (Drug and Alcohol Testing)		22.38
12320 - Substance Abuse Treatment Counselor		23.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.89
13013 - Exhibits Specialist III		32.90
13041 - Illustrator I		21.72
13042 - Illustrator II		26.89
13043 - Illustrator III		32.90
13047 - Librarian		29.79
13050 - Library Aide/Clerk		13.24
13054 - Library Information Technology Systems Administrator		26.89
13058 - Library Technician		13.61
13061 - Media Specialist I		19.41
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.20
13071 - Photographer I		17.08
13072 - Photographer II		19.11
13073 - Photographer III		23.66
13074 - Photographer IV		28.95
13075 - Photographer V		35.02
13090 - Technical Order Library Clerk		16.63
13110 - Video Teleconference Technician		23.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.22
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		26.45
14170 - System Support Specialist		32.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		31.11
15070 - Flight Instructor (Pilot)		40.87
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.87

15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 24.72
15095 - Technical Instructor/Course Developer 30.24
15110 - Test Proctor 19.96
15120 - Tutor 19.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.67
19040 - Tool And Die Maker 26.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.42
21071 - Order Filler 12.98
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.26
23019 - Aircraft Logs and Records Technician 25.84
23021 - Aircraft Mechanic I 30.12
23022 - Aircraft Mechanic II 31.26
23023 - Aircraft Mechanic III 32.35
23040 - Aircraft Mechanic Helper 22.84
23050 - Aircraft Painter 28.91
23060 - Aircraft Servicer 25.84
23070 - Aircraft Survival Flight Equipment Technician 28.91
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.12
23110 - Appliance Mechanic 21.34

23120 - Bicycle Repairer	21.00
23125 - Cable Splicer	35.57
23130 - Carpenter Maintenance	22.54
23140 - Carpet Layer	24.95
23160 - Electrician Maintenance	30.10
23181 - Electronics Technician Maintenance I	29.08
23182 - Electronics Technician Maintenance II	30.61
23183 - Electronics Technician Maintenance III	32.01
23260 - Fabric Worker	23.48
23290 - Fire Alarm System Mechanic	24.34
23310 - Fire Extinguisher Repairer	22.31
23311 - Fuel Distribution System Mechanic	37.85
23312 - Fuel Distribution System Operator	30.93
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	30.12
23381 - Ground Support Equipment Servicer	25.84
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	22.31
23392 - Gunsmith II	24.95
23393 - Gunsmith III	27.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.54
23430 - Heavy Equipment Mechanic	24.24
23440 - Heavy Equipment Operator	26.28
23460 - Instrument Mechanic	27.25
23465 - Laboratory/Shelter Mechanic	26.27
23470 - Laborer	14.42
23510 - Locksmith	26.68
23530 - Machinery Maintenance Mechanic	28.08
23550 - Machinist Maintenance	21.37
23580 - Maintenance Trades Helper	18.32
23591 - Metrology Technician I	27.25
23592 - Metrology Technician II	28.29
23593 - Metrology Technician III	29.27
23640 - Millwright	27.25
23710 - Office Appliance Repairer	23.26
23760 - Painter Maintenance	18.72
23790 - Pipefitter Maintenance	30.67
23810 - Plumber Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	27.25
23870 - Scale Mechanic	24.95
23890 - Sheet-Metal Worker Maintenance	27.62
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	29.29
23932 - Telecommunications Mechanic II	30.42
23950 - Telephone Lineman	29.19
23960 - Welder Combination Maintenance	20.42

23965 - Well Driller	27.25
23970 - Woodcraft Worker	27.25
23980 - Woodworker	21.96
24000 - Personal Needs Occupations	
24550 - Case Manager	15.34
24570 - Child Care Attendant	12.27
24580 - Child Care Center Clerk	15.31
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.34
24630 - Homemaker	15.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.20
25040 - Sewage Plant Operator	24.31
25070 - Stationary Engineer	30.20
25190 - Ventilation Equipment Tender	22.81
25210 - Water Treatment Plant Operator	24.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.15
27007 - Baggage Inspector	17.41
27008 - Corrections Officer	27.09
27010 - Court Security Officer	28.73
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	27.09
27070 - Firefighter	28.63
27101 - Guard I	17.41
27102 - Guard II	19.71
27131 - Police Officer I	29.23
27132 - Police Officer II	32.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.87
28042 - Carnival Equipment Repairer	15.98
28043 - Carnival Worker	11.48
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	12.24
28350 - Park Attendant (Aide)	18.45
28510 - Recreation Aide/Health Facility Attendant	13.46
28515 - Recreation Specialist	22.85
28630 - Sports Official	14.68
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.68
29020 - Hatch Tender	27.68
29030 - Line Handler	27.68
29041 - Stevedore I	26.05
29042 - Stevedore II	29.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.45
30022 - Archeological Technician II		20.64
30023 - Archeological Technician III		25.57
30030 - Cartographic Technician		25.57
30040 - Civil Engineering Technician		29.68
30051 - Cryogenic Technician I		28.32
30052 - Cryogenic Technician II		31.27
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		14.94
30082 - Engineering Technician II		16.77
30083 - Engineering Technician III		18.77
30084 - Engineering Technician IV		23.25
30085 - Engineering Technician V		28.44
30086 - Engineering Technician VI		34.41
30090 - Environmental Technician		21.05
30095 - Evidence Control Specialist		25.57
30210 - Laboratory Technician		24.28
30221 - Latent Fingerprint Technician I		28.32
30222 - Latent Fingerprint Technician II		31.27
30240 - Mathematical Technician		25.57
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		23.64
30363 - Paralegal/Legal Assistant III		28.93
30364 - Paralegal/Legal Assistant IV		34.99
30375 - Petroleum Supply Specialist		31.27
30390 - Photo-Optics Technician		25.57
30395 - Radiation Control Technician		31.27
30461 - Technical Writer I		25.43
30462 - Technical Writer II		31.10
30463 - Technical Writer III		37.63
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.32
30502 - Weather Forecaster II		34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.02
30621 - Weather Observer Senior	(see 2)	25.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.94
31030 - Bus Driver		19.91
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		13.23
31290 - Shuttle Bus Driver		15.92

31310 - Taxi Driver	12.52
31361 - Truckdriver Light	15.92
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.77
99050 - Desk Clerk	12.47
99095 - Embalmer	29.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	30.80
99310 - Mortician	29.45
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	14.90
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.88
99730 - Refuse Collector	17.67
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	11.74
99830 - Survey Party Chief	26.66
99831 - Surveying Aide	16.76
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer Helper	15.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4164
Revision No.: 12
Date Of Last Revision: 07/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Madison Onondaga Oswego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.32
01020 - Administrative Assistant		30.98
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		13.72
01052 - Data Entry Operator II		14.97
01060 - Dispatcher Motor Vehicle		19.22
01070 - Document Preparation Clerk		15.14

01090 - Duplicating Machine Operator 15.14
01111 - General Clerk I 12.81
01112 - General Clerk II 13.98
01113 - General Clerk III 15.69
01120 - Housing Referral Assistant 20.76
01141 - Messenger Courier 13.72
01191 - Order Clerk I 15.87
01192 - Order Clerk II 17.33
01261 - Personnel Assistant (Employment) I 15.31
01262 - Personnel Assistant (Employment) II 17.12
01263 - Personnel Assistant (Employment) III 18.98
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.67
01300 - Scheduler Maintenance 16.64
01311 - Secretary I 16.64
01312 - Secretary II 18.62
01313 - Secretary III 20.76
01320 - Service Order Dispatcher 17.18
01410 - Supply Technician 30.98
01420 - Survey Worker 17.05
01460 - Switchboard Operator/Receptionist 15.16
01531 - Travel Clerk I 13.65
01532 - Travel Clerk II 14.73
01533 - Travel Clerk III 15.82
01611 - Word Processor I 14.72
01612 - Word Processor II 16.52
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.67
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 18.16
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 15.13
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 15.80
07042 - Cook II 17.67
07070 - Dishwasher 11.94
07130 - Food Service Worker 11.93
07210 - Meat Cutter 18.27

07260 - Waiter/Waitress	12.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	14.12
11090 - Gardener	17.72
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	14.00
11240 - Maid or Houseman	12.03
11260 - Pruner	17.78
11270 - Tractor Operator	16.48
11330 - Trail Maintenance Worker	14.00
11360 - Window Cleaner	15.53
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	18.07
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Assistant	23.45
12020 - Dental Assistant	17.43
12025 - Dental Hygienist	34.83
12030 - EKG Technician	32.84
12035 - Electroneurodiagnostic Technologist	32.84
12040 - Emergency Medical Technician	18.07
12071 - Licensed Practical Nurse I	16.79
12072 - Licensed Practical Nurse II	18.78
12073 - Licensed Practical Nurse III	20.94
12100 - Medical Assistant	15.34
12130 - Medical Laboratory Technician	26.68
12160 - Medical Record Clerk	18.47
12190 - Medical Record Technician	22.74
12195 - Medical Transcriptionist	17.48
12210 - Nuclear Medicine Technologist	41.27
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	26.64
12236 - Optical Technician	14.71
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	15.63
12305 - Radiologic Technologist	28.46
12311 - Registered Nurse I	22.60
12312 - Registered Nurse II	27.66

12313 - Registered Nurse II Specialist		27.66
12314 - Registered Nurse III		33.46
12315 - Registered Nurse III Anesthetist		33.46
12316 - Registered Nurse IV		40.10
12317 - Scheduler (Drug and Alcohol Testing)		22.38
12320 - Substance Abuse Treatment Counselor		23.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.89
13013 - Exhibits Specialist III		32.90
13041 - Illustrator I		21.72
13042 - Illustrator II		26.89
13043 - Illustrator III		32.90
13047 - Librarian		29.79
13050 - Library Aide/Clerk		13.24
13054 - Library Information Technology Systems Administrator		26.89
13058 - Library Technician		13.61
13061 - Media Specialist I		19.41
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.20
13071 - Photographer I		17.08
13072 - Photographer II		19.11
13073 - Photographer III		23.66
13074 - Photographer IV		28.95
13075 - Photographer V		35.02
13090 - Technical Order Library Clerk		16.63
13110 - Video Teleconference Technician		23.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.22
14043 - Computer Operator III		21.44
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	26.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		26.45
14170 - System Support Specialist		32.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		40.87
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		31.11

15070 - Flight Instructor (Pilot) 40.87
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.87
15086 - Maintenance Test Pilot Rotary Wing 40.87
15088 - Non-Maintenance Test/Co-Pilot 40.87
15090 - Technical Instructor 24.72
15095 - Technical Instructor/Course Developer 30.24
15110 - Test Proctor 19.96
15120 - Tutor 19.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.67
19040 - Tool And Die Maker 26.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.48
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 14.42
21071 - Order Filler 12.98
21080 - Production Line Worker (Food Processing) 17.48
21110 - Shipping Packer 16.21
21130 - Shipping/Receiving Clerk 16.21
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 17.48
21410 - Warehouse Specialist 17.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.26
23019 - Aircraft Logs and Records Technician 25.84
23021 - Aircraft Mechanic I 30.12
23022 - Aircraft Mechanic II 31.26
23023 - Aircraft Mechanic III 32.35
23040 - Aircraft Mechanic Helper 22.84
23050 - Aircraft Painter 28.91
23060 - Aircraft Servicer 25.84
23070 - Aircraft Survival Flight Equipment Technician 28.91
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.12
23110 - Appliance Mechanic 21.34
23120 - Bicycle Repairer 21.00
23125 - Cable Splicer 35.57
23130 - Carpenter Maintenance 22.54
23140 - Carpet Layer 24.95
23160 - Electrician Maintenance 30.10
23181 - Electronics Technician Maintenance I 29.08
23182 - Electronics Technician Maintenance II 30.61
23183 - Electronics Technician Maintenance III 32.01
23260 - Fabric Worker 23.48
23290 - Fire Alarm System Mechanic 24.34
23310 - Fire Extinguisher Repairer 22.31
23311 - Fuel Distribution System Mechanic 37.85
23312 - Fuel Distribution System Operator 30.93
23370 - General Maintenance Worker 19.47
23380 - Ground Support Equipment Mechanic 30.12
23381 - Ground Support Equipment Servicer 25.84
23382 - Ground Support Equipment Worker 27.46
23391 - Gunsmith I 22.31
23392 - Gunsmith II 24.95
23393 - Gunsmith III 27.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.54
23430 - Heavy Equipment Mechanic 24.24
23440 - Heavy Equipment Operator 26.28
23460 - Instrument Mechanic 27.25
23465 - Laboratory/Shelter Mechanic 26.27
23470 - Laborer 14.42
23510 - Locksmith 26.68
23530 - Machinery Maintenance Mechanic 28.08
23550 - Machinist Maintenance 21.37
23580 - Maintenance Trades Helper 18.32
23591 - Metrology Technician I 27.25
23592 - Metrology Technician II 28.29
23593 - Metrology Technician III 29.27
23640 - Millwright 27.25
23710 - Office Appliance Repairer 23.26
23760 - Painter Maintenance 18.72
23790 - Pipefitter Maintenance 30.67
23810 - Plumber Maintenance 28.30
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 27.25
23870 - Scale Mechanic 24.95
23890 - Sheet-Metal Worker Maintenance 27.62
23910 - Small Engine Mechanic 19.26
23931 - Telecommunications Mechanic I 29.29

23932 - Telecommunications Mechanic II 30.42
23950 - Telephone Lineman 29.19
23960 - Welder Combination Maintenance 20.42
23965 - Well Driller 27.25
23970 - Woodcraft Worker 27.25
23980 - Woodworker 21.96
24000 - Personal Needs Occupations
24550 - Case Manager 15.34
24570 - Child Care Attendant 12.27
24580 - Child Care Center Clerk 15.31
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 15.34
24630 - Homemaker 15.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.20
25040 - Sewage Plant Operator 24.31
25070 - Stationary Engineer 30.20
25190 - Ventilation Equipment Tender 22.81
25210 - Water Treatment Plant Operator 24.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.15
27007 - Baggage Inspector 17.41
27008 - Corrections Officer 27.09
27010 - Court Security Officer 28.73
27030 - Detection Dog Handler 19.71
27040 - Detention Officer 27.09
27070 - Firefighter 28.63
27101 - Guard I 17.41
27102 - Guard II 19.71
27131 - Police Officer I 29.23
27132 - Police Officer II 32.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.87
28042 - Carnival Equipment Repairer 15.98
28043 - Carnival Worker 11.48
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 12.24
28350 - Park Attendant (Aide) 18.45
28510 - Recreation Aide/Health Facility Attendant 13.46
28515 - Recreation Specialist 22.85
28630 - Sports Official 14.68
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.68
29020 - Hatch Tender 27.68
29030 - Line Handler 27.68
29041 - Stevedore I 26.05
29042 - Stevedore II 29.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.45
30022 - Archeological Technician II 20.64
30023 - Archeological Technician III 25.57
30030 - Cartographic Technician 25.57
30040 - Civil Engineering Technician 29.68
30051 - Cryogenic Technician I 28.32
30052 - Cryogenic Technician II 31.27
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 14.94
30082 - Engineering Technician II 16.77
30083 - Engineering Technician III 18.77
30084 - Engineering Technician IV 23.25
30085 - Engineering Technician V 28.44
30086 - Engineering Technician VI 34.41
30090 - Environmental Technician 21.05
30095 - Evidence Control Specialist 25.57
30210 - Laboratory Technician 24.28
30221 - Latent Fingerprint Technician I 28.32
30222 - Latent Fingerprint Technician II 31.27
30240 - Mathematical Technician 25.57
30361 - Paralegal/Legal Assistant I 19.01
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.93
30364 - Paralegal/Legal Assistant IV 34.99
30375 - Petroleum Supply Specialist 31.27
30390 - Photo-Optics Technician 25.57
30395 - Radiation Control Technician 31.27
30461 - Technical Writer I 25.43
30462 - Technical Writer II 31.10
30463 - Technical Writer III 37.63
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.32
30502 - Weather Forecaster II 34.45
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer Senior (see 2) 25.57
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.94
31030 - Bus Driver 19.91

31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	13.23
31290 - Shuttle Bus Driver	15.92
31310 - Taxi Driver	12.52
31361 - Truckdriver Light	15.92
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.77
99050 - Desk Clerk	12.47
99095 - Embalmer	29.45
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	30.80
99310 - Mortician	29.45
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	14.90
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.88
99730 - Refuse Collector	17.67
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	11.74
99830 - Survey Party Chief	26.66
99831 - Surveying Aide	16.76
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	19.20
99842 - Vending Machine Repairer Helper	15.96

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4165
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Herkimer Oneida

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.75
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		29.47
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		11.92
01042 - Customer Service Representative II		13.40
01043 - Customer Service Representative III		14.62
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		13.50
01112 - General Clerk II		14.73

01113 - General Clerk III 16.53
01120 - Housing Referral Assistant 19.41
01141 - Messenger Courier 14.24
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.49
01261 - Personnel Assistant (Employment) I 15.93
01262 - Personnel Assistant (Employment) II 17.82
01263 - Personnel Assistant (Employment) III 19.86
01270 - Production Control Clerk 19.89
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 15.56
01311 - Secretary I 15.56
01312 - Secretary II 17.41
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 16.26
01410 - Supply Technician 29.47
01420 - Survey Worker 16.62
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 12.13
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 14.55
01611 - Word Processor I 13.79
01612 - Word Processor II 15.48
01613 - Word Processor III 17.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 18.30
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 16.46
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.15
07041 - Cook I 14.67
07042 - Cook II 16.41
07070 - Dishwasher 11.88
07130 - Food Service Worker 12.15
07210 - Meat Cutter 19.63
07260 - Waiter/Waitress 13.52
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.96

09040 - Furniture Handler 14.95
09080 - Furniture Refinisher 21.96
09090 - Furniture Refinisher Helper 17.35
09110 - Furniture Repairer Minor 19.62
09130 - Upholsterer 22.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 11.90
11090 - Gardener 17.27
11122 - Housekeeping Aide 12.69
11150 - Janitor 12.69
11210 - Laborer Grounds Maintenance 13.64
11240 - Maid or Houseman 11.85
11260 - Pruner 17.78
11270 - Tractor Operator 16.06
11330 - Trail Maintenance Worker 13.64
11360 - Window Cleaner 13.95
12000 - Health Occupations
12010 - Ambulance Driver 17.78
12011 - Breath Alcohol Technician 17.78
12012 - Certified Occupational Therapist Assistant 26.32
12015 - Certified Physical Therapist Assistant 23.29
12020 - Dental Assistant 18.30
12025 - Dental Hygienist 39.29
12030 - EKG Technician 32.45
12035 - Electroneurodiagnostic Technologist 32.45
12040 - Emergency Medical Technician 17.78
12071 - Licensed Practical Nurse I 15.89
12072 - Licensed Practical Nurse II 17.78
12073 - Licensed Practical Nurse III 19.82
12100 - Medical Assistant 15.33
12130 - Medical Laboratory Technician 22.64
12160 - Medical Record Clerk 15.41
12190 - Medical Record Technician 17.78
12195 - Medical Transcriptionist 19.26
12210 - Nuclear Medicine Technologist 39.07
12221 - Nursing Assistant I 10.97
12222 - Nursing Assistant II 12.33
12223 - Nursing Assistant III 13.46
12224 - Nursing Assistant IV 15.11
12235 - Optical Dispenser 27.32
12236 - Optical Technician 17.61
12250 - Pharmacy Technician 16.60
12280 - Phlebotomist 15.11
12305 - Radiologic Technologist 30.74
12311 - Registered Nurse I 23.13
12312 - Registered Nurse II 28.29
12313 - Registered Nurse II Specialist 28.29
12314 - Registered Nurse III 34.23
12315 - Registered Nurse III Anesthetist 34.23

12316 - Registered Nurse IV		41.03
12317 - Scheduler (Drug and Alcohol Testing)		22.02
12320 - Substance Abuse Treatment Counselor		21.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.12
13012 - Exhibits Specialist II		24.92
13013 - Exhibits Specialist III		30.48
13041 - Illustrator I		20.12
13042 - Illustrator II		24.92
13043 - Illustrator III		30.48
13047 - Librarian		27.60
13050 - Library Aide/Clerk		11.78
13054 - Library Information Technology Systems Administrator		24.92
13058 - Library Technician		13.77
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.12
13063 - Media Specialist III		22.42
13071 - Photographer I		17.98
13072 - Photographer II		20.12
13073 - Photographer III		24.92
13074 - Photographer IV		30.48
13075 - Photographer V		36.87
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.45
14042 - Computer Operator II		17.28
14043 - Computer Operator III		19.26
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.45
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		27.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.77
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.74
15060 - Educational Technologist		30.51
15070 - Flight Instructor (Pilot)		41.68
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.68

15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 21.81
15095 - Technical Instructor/Course Developer 26.68
15110 - Test Proctor 17.61
15120 - Tutor 17.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 14.46
16220 - Tailor 15.04
16250 - Washer Machine 12.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.72
19040 - Tool And Die Maker 27.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.58
21030 - Material Coordinator 19.89
21040 - Material Expediter 19.89
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 20.58
21110 - Shipping Packer 14.97
21130 - Shipping/Receiving Clerk 14.97
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 20.58
21410 - Warehouse Specialist 20.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.12
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 25.17
23022 - Aircraft Mechanic II 26.12
23023 - Aircraft Mechanic III 27.03
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 24.06
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 24.06
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.17
23110 - Appliance Mechanic 25.26

23120 - Bicycle Repairer 21.00
23125 - Cable Splicer 42.39
23130 - Carpenter Maintenance 24.49
23140 - Carpet Layer 24.00
23160 - Electrician Maintenance 27.50
23181 - Electronics Technician Maintenance I 24.00
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.32
23260 - Fabric Worker 22.58
23290 - Fire Alarm System Mechanic 25.17
23310 - Fire Extinguisher Repairer 21.45
23311 - Fuel Distribution System Mechanic 34.02
23312 - Fuel Distribution System Operator 28.12
23370 - General Maintenance Worker 18.57
23380 - Ground Support Equipment Mechanic 25.17
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 21.45
23392 - Gunsmith II 24.00
23393 - Gunsmith III 26.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.56
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 28.87
23460 - Instrument Mechanic 26.32
23465 - Laboratory/Shelter Mechanic 25.26
23470 - Laborer 13.38
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 21.77
23550 - Machinist Maintenance 21.18
23580 - Maintenance Trades Helper 15.63
23591 - Metrology Technician I 26.32
23592 - Metrology Technician II 27.32
23593 - Metrology Technician III 28.27
23640 - Millwright 26.32
23710 - Office Appliance Repairer 20.09
23760 - Painter Maintenance 21.38
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 25.25
23820 - Pneudraulic Systems Mechanic 26.32
23850 - Rigger 26.32
23870 - Scale Mechanic 24.00
23890 - Sheet-Metal Worker Maintenance 28.29
23910 - Small Engine Mechanic 20.72
23931 - Telecommunications Mechanic I 32.95
23932 - Telecommunications Mechanic II 34.20
23950 - Telephone Lineman 25.89
23960 - Welder Combination Maintenance 20.53

23965 - Well Driller	26.32
23970 - Woodcraft Worker	26.32
23980 - Woodworker	21.45
24000 - Personal Needs Occupations	
24550 - Case Manager	17.16
24570 - Child Care Attendant	13.60
24580 - Child Care Center Clerk	16.95
24610 - Chore Aide	11.62
24620 - Family Readiness And Support Services Coordinator	17.16
24630 - Homemaker	17.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	19.91
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	19.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.06
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	31.32
27010 - Court Security Officer	30.45
27030 - Detection Dog Handler	17.92
27040 - Detention Officer	31.32
27070 - Firefighter	29.94
27101 - Guard I	14.68
27102 - Guard II	17.92
27131 - Police Officer I	25.72
27132 - Police Officer II	28.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.94
28042 - Carnival Equipment Repairer	17.14
28043 - Carnival Worker	12.32
28210 - Gate Attendant/Gate Tender	14.99
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	16.77
28510 - Recreation Aide/Health Facility Attendant	12.24
28515 - Recreation Specialist	20.77
28630 - Sports Official	13.35
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	22.58
29042 - Stevedore II	25.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		17.59
30022 - Archeological Technician II		19.68
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.38
30040 - Civil Engineering Technician		24.38
30051 - Cryogenic Technician I		27.00
30052 - Cryogenic Technician II		29.82
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		19.68
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		27.00
30081 - Engineering Technician I		15.93
30082 - Engineering Technician II		17.88
30083 - Engineering Technician III		20.01
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.32
30086 - Engineering Technician VI		36.68
30090 - Environmental Technician		24.38
30095 - Evidence Control Specialist		24.38
30210 - Laboratory Technician		21.94
30221 - Latent Fingerprint Technician I		27.00
30222 - Latent Fingerprint Technician II		29.82
30240 - Mathematical Technician		24.38
30361 - Paralegal/Legal Assistant I		17.92
30362 - Paralegal/Legal Assistant II		22.20
30363 - Paralegal/Legal Assistant III		27.16
30364 - Paralegal/Legal Assistant IV		32.86
30375 - Petroleum Supply Specialist		29.82
30390 - Photo-Optics Technician		23.83
30395 - Radiation Control Technician		29.82
30461 - Technical Writer I		24.38
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.08
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.00
30502 - Weather Forecaster II		32.85
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.94
30621 - Weather Observer Senior	(see 2)	24.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.89
31030 - Bus Driver		19.84
31043 - Driver Courier		14.61
31260 - Parking and Lot Attendant		12.96
31290 - Shuttle Bus Driver		15.71

31310 - Taxi Driver	12.58
31361 - Truckdriver Light	15.71
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.99
99050 - Desk Clerk	14.54
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.61
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	28.03
99310 - Mortician	27.29
99410 - Pest Controller	23.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	21.79
99730 - Refuse Collector	16.83
99810 - Sales Clerk	12.13
99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4166
Revision No.: 13
Date Of Last Revision: 06/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Herkimer Oneida

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.75
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		29.47
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		11.92
01042 - Customer Service Representative II		13.40
01043 - Customer Service Representative III		14.62
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		18.55
01070 - Document Preparation Clerk		13.86

01090 - Duplicating Machine Operator 13.86
01111 - General Clerk I 13.50
01112 - General Clerk II 14.73
01113 - General Clerk III 16.53
01120 - Housing Referral Assistant 19.41
01141 - Messenger Courier 14.24
01191 - Order Clerk I 14.20
01192 - Order Clerk II 15.49
01261 - Personnel Assistant (Employment) I 15.93
01262 - Personnel Assistant (Employment) II 17.82
01263 - Personnel Assistant (Employment) III 19.86
01270 - Production Control Clerk 19.89
01290 - Rental Clerk 14.52
01300 - Scheduler Maintenance 15.56
01311 - Secretary I 15.56
01312 - Secretary II 17.41
01313 - Secretary III 19.41
01320 - Service Order Dispatcher 16.26
01410 - Supply Technician 29.47
01420 - Survey Worker 16.62
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 12.13
01532 - Travel Clerk II 13.04
01533 - Travel Clerk III 14.55
01611 - Word Processor I 13.79
01612 - Word Processor II 15.48
01613 - Word Processor III 17.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 18.30
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 16.46
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.15
07041 - Cook I 14.67
07042 - Cook II 16.41
07070 - Dishwasher 11.88
07130 - Food Service Worker 12.15
07210 - Meat Cutter 19.63

07260 - Waiter/Waitress	13.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	21.96
09090 - Furniture Refinisher Helper	17.35
09110 - Furniture Repairer Minor	19.62
09130 - Upholsterer	22.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	11.90
11090 - Gardener	17.27
11122 - Housekeeping Aide	12.69
11150 - Janitor	12.69
11210 - Laborer Grounds Maintenance	13.64
11240 - Maid or Houseman	11.85
11260 - Pruner	17.78
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.64
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	17.78
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	23.29
12020 - Dental Assistant	18.30
12025 - Dental Hygienist	39.29
12030 - EKG Technician	32.45
12035 - Electroneurodiagnostic Technologist	32.45
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	15.89
12072 - Licensed Practical Nurse II	17.78
12073 - Licensed Practical Nurse III	19.82
12100 - Medical Assistant	15.33
12130 - Medical Laboratory Technician	22.64
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	17.78
12195 - Medical Transcriptionist	19.26
12210 - Nuclear Medicine Technologist	39.07
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.33
12223 - Nursing Assistant III	13.46
12224 - Nursing Assistant IV	15.11
12235 - Optical Dispenser	27.32
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	16.60
12280 - Phlebotomist	15.11
12305 - Radiologic Technologist	30.74
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	28.29

12313 - Registered Nurse II Specialist		28.29
12314 - Registered Nurse III		34.23
12315 - Registered Nurse III Anesthetist		34.23
12316 - Registered Nurse IV		41.03
12317 - Scheduler (Drug and Alcohol Testing)		22.02
12320 - Substance Abuse Treatment Counselor		21.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.12
13012 - Exhibits Specialist II		24.92
13013 - Exhibits Specialist III		30.48
13041 - Illustrator I		20.12
13042 - Illustrator II		24.92
13043 - Illustrator III		30.48
13047 - Librarian		27.60
13050 - Library Aide/Clerk		11.78
13054 - Library Information Technology Systems Administrator		24.92
13058 - Library Technician		13.77
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.12
13063 - Media Specialist III		22.42
13071 - Photographer I		17.98
13072 - Photographer II		20.12
13073 - Photographer III		24.92
13074 - Photographer IV		30.48
13075 - Photographer V		36.87
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.45
14042 - Computer Operator II		17.28
14043 - Computer Operator III		19.26
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.45
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		27.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.77
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.74
15060 - Educational Technologist		30.51

15070 - Flight Instructor (Pilot) 41.68
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.68
15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 21.81
15095 - Technical Instructor/Course Developer 26.68
15110 - Test Proctor 17.61
15120 - Tutor 17.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 14.46
16220 - Tailor 15.04
16250 - Washer Machine 12.72
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.72
19040 - Tool And Die Maker 27.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.58
21030 - Material Coordinator 19.89
21040 - Material Expediter 19.89
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.52
21080 - Production Line Worker (Food Processing) 20.58
21110 - Shipping Packer 14.97
21130 - Shipping/Receiving Clerk 14.97
21140 - Store Worker I 14.45
21150 - Stock Clerk 19.13
21210 - Tools And Parts Attendant 20.58
21410 - Warehouse Specialist 20.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.12
23019 - Aircraft Logs and Records Technician 21.64
23021 - Aircraft Mechanic I 25.17
23022 - Aircraft Mechanic II 26.12
23023 - Aircraft Mechanic III 27.03
23040 - Aircraft Mechanic Helper 19.11
23050 - Aircraft Painter 24.06
23060 - Aircraft Servicer 21.64
23070 - Aircraft Survival Flight Equipment Technician 24.06
23080 - Aircraft Worker 22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.86

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.17
23110 - Appliance Mechanic 25.26
23120 - Bicycle Repairer 21.00
23125 - Cable Splicer 42.39
23130 - Carpenter Maintenance 24.49
23140 - Carpet Layer 24.00
23160 - Electrician Maintenance 27.50
23181 - Electronics Technician Maintenance I 24.00
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.32
23260 - Fabric Worker 22.58
23290 - Fire Alarm System Mechanic 25.17
23310 - Fire Extinguisher Repairer 21.45
23311 - Fuel Distribution System Mechanic 34.02
23312 - Fuel Distribution System Operator 28.12
23370 - General Maintenance Worker 18.57
23380 - Ground Support Equipment Mechanic 25.17
23381 - Ground Support Equipment Servicer 21.64
23382 - Ground Support Equipment Worker 22.86
23391 - Gunsmith I 21.45
23392 - Gunsmith II 24.00
23393 - Gunsmith III 26.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.56
23430 - Heavy Equipment Mechanic 23.28
23440 - Heavy Equipment Operator 28.87
23460 - Instrument Mechanic 26.32
23465 - Laboratory/Shelter Mechanic 25.26
23470 - Laborer 13.38
23510 - Locksmith 25.26
23530 - Machinery Maintenance Mechanic 21.77
23550 - Machinist Maintenance 21.18
23580 - Maintenance Trades Helper 15.63
23591 - Metrology Technician I 26.32
23592 - Metrology Technician II 27.32
23593 - Metrology Technician III 28.27
23640 - Millwright 26.32
23710 - Office Appliance Repairer 20.09
23760 - Painter Maintenance 21.38
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 25.25
23820 - Pneudraulic Systems Mechanic 26.32
23850 - Rigger 26.32
23870 - Scale Mechanic 24.00
23890 - Sheet-Metal Worker Maintenance 28.29
23910 - Small Engine Mechanic 20.72
23931 - Telecommunications Mechanic I 32.95

23932 - Telecommunications Mechanic II 34.20
23950 - Telephone Lineman 25.89
23960 - Welder Combination Maintenance 20.53
23965 - Well Driller 26.32
23970 - Woodcraft Worker 26.32
23980 - Woodworker 21.45
24000 - Personal Needs Occupations
24550 - Case Manager 17.16
24570 - Child Care Attendant 13.60
24580 - Child Care Center Clerk 16.95
24610 - Chore Aide 11.62
24620 - Family Readiness And Support Services Coordinator 17.16
24630 - Homemaker 17.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.13
25040 - Sewage Plant Operator 19.91
25070 - Stationary Engineer 27.13
25190 - Ventilation Equipment Tender 20.49
25210 - Water Treatment Plant Operator 19.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.06
27007 - Baggage Inspector 14.68
27008 - Corrections Officer 31.32
27010 - Court Security Officer 30.45
27030 - Detection Dog Handler 17.92
27040 - Detention Officer 31.32
27070 - Firefighter 29.94
27101 - Guard I 14.68
27102 - Guard II 17.92
27131 - Police Officer I 25.72
27132 - Police Officer II 28.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.94
28042 - Carnival Equipment Repairer 17.14
28043 - Carnival Worker 12.32
28210 - Gate Attendant/Gate Tender 14.99
28310 - Lifeguard 12.87
28350 - Park Attendant (Aide) 16.77
28510 - Recreation Aide/Health Facility Attendant 12.24
28515 - Recreation Specialist 20.77
28630 - Sports Official 13.35
28690 - Swimming Pool Operator 19.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 22.58
29042 - Stevedore II 25.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.59
30022 - Archeological Technician II 19.68
30023 - Archeological Technician III 24.38
30030 - Cartographic Technician 24.38
30040 - Civil Engineering Technician 24.38
30051 - Cryogenic Technician I 27.00
30052 - Cryogenic Technician II 29.82
30061 - Drafter/CAD Operator I 17.59
30062 - Drafter/CAD Operator II 19.68
30063 - Drafter/CAD Operator III 21.94
30064 - Drafter/CAD Operator IV 27.00
30081 - Engineering Technician I 15.93
30082 - Engineering Technician II 17.88
30083 - Engineering Technician III 20.01
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.32
30086 - Engineering Technician VI 36.68
30090 - Environmental Technician 24.38
30095 - Evidence Control Specialist 24.38
30210 - Laboratory Technician 21.94
30221 - Latent Fingerprint Technician I 27.00
30222 - Latent Fingerprint Technician II 29.82
30240 - Mathematical Technician 24.38
30361 - Paralegal/Legal Assistant I 17.92
30362 - Paralegal/Legal Assistant II 22.20
30363 - Paralegal/Legal Assistant III 27.16
30364 - Paralegal/Legal Assistant IV 32.86
30375 - Petroleum Supply Specialist 29.82
30390 - Photo-Optics Technician 23.83
30395 - Radiation Control Technician 29.82
30461 - Technical Writer I 24.38
30462 - Technical Writer II 29.82
30463 - Technical Writer III 36.08
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.00
30502 - Weather Forecaster II 32.85
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.94
30621 - Weather Observer Senior (see 2) 24.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.89
31030 - Bus Driver 19.84

31043 - Driver Courier	14.61
31260 - Parking and Lot Attendant	12.96
31290 - Shuttle Bus Driver	15.71
31310 - Taxi Driver	12.58
31361 - Truckdriver Light	15.71
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.99
99050 - Desk Clerk	14.54
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.61
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	28.03
99310 - Mortician	27.29
99410 - Pest Controller	23.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	21.79
99730 - Refuse Collector	16.83
99810 - Sales Clerk	12.13
99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	20.72
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.72

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4167
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Fulton Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61
01043 - Customer Service Representative III		15.94
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		20.31
01070 - Document Preparation Clerk		15.40
01090 - Duplicating Machine Operator		15.40
01111 - General Clerk I		12.52
01112 - General Clerk II		13.67

01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 20.68
01141 - Messenger Courier 14.41
01191 - Order Clerk I 16.05
01192 - Order Clerk II 17.52
01261 - Personnel Assistant (Employment) I 17.08
01262 - Personnel Assistant (Employment) II 19.10
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 16.41
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.55
01313 - Secretary III 20.68
01320 - Service Order Dispatcher 18.16
01410 - Supply Technician 29.43
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 16.44
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.74
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.87
05070 - Automotive Worker 16.87
05110 - Mobile Equipment Servicer 15.41
05130 - Motor Equipment Metal Mechanic 18.34
05160 - Motor Equipment Metal Worker 16.87
05190 - Motor Vehicle Mechanic 19.75
05220 - Motor Vehicle Mechanic Helper 14.49
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.87
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 16.87
05370 - Tire Repairer 14.61
05400 - Transmission Repair Specialist 18.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.73
07041 - Cook I 16.57
07042 - Cook II 18.63
07070 - Dishwasher 12.28
07130 - Food Service Worker 12.73
07210 - Meat Cutter 18.63
07260 - Waiter/Waitress 12.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.74

09040 - Furniture Handler 14.82
09080 - Furniture Refinisher 21.74
09090 - Furniture Refinisher Helper 17.61
09110 - Furniture Repairer Minor 20.01
09130 - Upholsterer 21.02
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.49
11060 - Elevator Operator 14.33
11090 - Gardener 20.18
11122 - Housekeeping Aide 14.33
11150 - Janitor 14.33
11210 - Laborer Grounds Maintenance 16.09
11240 - Maid or Houseman 12.89
11260 - Pruner 14.71
11270 - Tractor Operator 18.82
11330 - Trail Maintenance Worker 16.09
11360 - Window Cleaner 15.68
12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 24.45
12015 - Certified Physical Therapist Assistant 23.68
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 39.00
12030 - EKG Technician 28.38
12035 - Electroneurodiagnostic Technologist 28.38
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 18.13
12130 - Medical Laboratory Technician 28.44
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.13
12195 - Medical Transcriptionist 20.12
12210 - Nuclear Medicine Technologist 40.64
12221 - Nursing Assistant I 12.29
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.07
12224 - Nursing Assistant IV 16.92
12235 - Optical Dispenser 25.66
12236 - Optical Technician 17.61
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 17.14
12305 - Radiologic Technologist 29.22
12311 - Registered Nurse I 23.27
12312 - Registered Nurse II 28.46
12313 - Registered Nurse II Specialist 28.46
12314 - Registered Nurse III 34.44
12315 - Registered Nurse III Anesthetist 34.44

12316 - Registered Nurse IV		41.27
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		25.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		25.88
13058 - Library Technician		15.27
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		22.75
14044 - Computer Operator IV		25.18
14045 - Computer Operator V		27.94
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		25.18
14170 - System Support Specialist		31.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.95
15050 - Computer Based Training Specialist / Instructor		31.00
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		44.95
15080 - Graphic Artist		21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.95

15086 - Maintenance Test Pilot Rotary Wing 44.95
15088 - Non-Maintenance Test/Co-Pilot 44.95
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.15
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.53
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 20.15
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 14.37
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 20.15
21410 - Warehouse Specialist 20.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.23
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 26.30
23022 - Aircraft Mechanic II 27.23
23023 - Aircraft Mechanic III 28.26
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.05
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.05
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.30
23110 - Appliance Mechanic 24.48

23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	39.72
23130 - Carpenter Maintenance	23.64
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.09
23181 - Electronics Technician Maintenance I	23.17
23182 - Electronics Technician Maintenance II	24.48
23183 - Electronics Technician Maintenance III	25.70
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System Mechanic	37.00
23312 - Fuel Distribution System Operator	31.45
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment Mechanic	26.30
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.17
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.96
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	26.32
23460 - Instrument Mechanic	28.61
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	16.53
23510 - Locksmith	24.48
23530 - Machinery Maintenance Mechanic	24.92
23550 - Machinist Maintenance	21.83
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	28.61
23592 - Metrology Technician II	29.61
23593 - Metrology Technician III	30.75
23640 - Millwright	27.71
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	23.91
23790 - Pipefitter Maintenance	33.24
23810 - Plumber Maintenance	30.57
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.17
23890 - Sheet-Metal Worker Maintenance	24.94
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	37.42
23960 - Welder Combination Maintenance	21.90

23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.05
24610 - Chore Aide	13.96
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant Operator	22.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.62
27007 - Baggage Inspector	16.69
27008 - Corrections Officer	31.99
27010 - Court Security Officer	29.28
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	31.99
27070 - Firefighter	26.57
27101 - Guard I	16.69
27102 - Guard II	18.66
27131 - Police Officer I	27.77
27132 - Police Officer II	30.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.85
28042 - Carnival Equipment Repairer	17.00
28043 - Carnival Worker	12.39
28210 - Gate Attendant/Gate Tender	15.69
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	17.54
28510 - Recreation Aide/Health Facility Attendant	12.80
28515 - Recreation Specialist	21.73
28630 - Sports Official	13.97
28690 - Swimming Pool Operator	19.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.85
29042 - Stevedore II	24.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

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 24.36
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.42
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.98
30081 - Engineering Technician I 16.20
30082 - Engineering Technician II 18.18
30083 - Engineering Technician III 20.35
30084 - Engineering Technician IV 25.21
30085 - Engineering Technician V 30.83
30086 - Engineering Technician VI 37.30
30090 - Environmental Technician 24.36
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 22.85
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.42
30240 - Mathematical Technician 24.36
30361 - Paralegal/Legal Assistant I 18.71
30362 - Paralegal/Legal Assistant II 23.18
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.30
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 24.36
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 24.36
30462 - Technical Writer II 29.80
30463 - Technical Writer III 36.05
30491 - Unexploded Ordnance (UXO) Technician I 26.03
30492 - Unexploded Ordnance (UXO) Technician II 31.49
30493 - Unexploded Ordnance (UXO) Technician III 37.75
30494 - Unexploded (UXO) Safety Escort 26.03
30495 - Unexploded (UXO) Sweep Personnel 26.03
30501 - Weather Forecaster I 26.98
30502 - Weather Forecaster II 32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.49
31020 - Bus Aide 14.82
31030 - Bus Driver 19.73
31043 - Driver Courier 14.84
31260 - Parking and Lot Attendant 12.84
31290 - Shuttle Bus Driver 15.90

31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	16.88
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	31.14
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	17.96
99252 - Laboratory Animal Caretaker II	19.27
99260 - Marketing Analyst	24.64
99310 - Mortician	31.14
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	22.27
99831 - Surveying Aide	13.27
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4168
Revision No.: 14
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Fulton Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		27.11
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		11.81
01042 - Customer Service Representative II		13.28
01043 - Customer Service Representative III		14.49
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.54
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.22
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 14.41
01191 - Order Clerk I 14.66
01192 - Order Clerk II 15.99
01261 - Personnel Assistant (Employment) I 16.46
01262 - Personnel Assistant (Employment) II 18.42
01263 - Personnel Assistant (Employment) III 20.53
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 14.92
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 27.11
01420 - Survey Worker 17.13
01460 - Switchboard Operator/Receptionist 16.30
01531 - Travel Clerk I 11.71
01532 - Travel Clerk II 12.63
01533 - Travel Clerk III 13.56
01611 - Word Processor I 13.74
01612 - Word Processor II 15.43
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 17.60
05040 - Automotive Glass Installer 16.87
05070 - Automotive Worker 16.87
05110 - Mobile Equipment Servicer 15.41
05130 - Motor Equipment Metal Mechanic 18.34
05160 - Motor Equipment Metal Worker 16.87
05190 - Motor Vehicle Mechanic 19.75
05220 - Motor Vehicle Mechanic Helper 14.49
05250 - Motor Vehicle Upholstery Worker 16.14
05280 - Motor Vehicle Wrecker 16.87
05310 - Painter Automotive 18.03
05340 - Radiator Repair Specialist 16.87
05370 - Tire Repairer 14.61
05400 - Transmission Repair Specialist 18.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.73
07041 - Cook I 16.19
07042 - Cook II 18.19
07070 - Dishwasher 11.62
07130 - Food Service Worker 12.05
07210 - Meat Cutter 18.63

07260 - Waiter/Waitress	11.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.74
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	21.74
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	20.01
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17
11060 - Elevator Operator	13.73
11090 - Gardener	19.57
11122 - Housekeeping Aide	13.73
11150 - Janitor	13.73
11210 - Laborer Grounds Maintenance	15.60
11240 - Maid or Houseman	12.89
11260 - Pruner	14.26
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	15.60
11360 - Window Cleaner	15.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.99
12012 - Certified Occupational Therapist Assistant	24.45
12015 - Certified Physical Therapist Assistant	23.19
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	39.00
12030 - EKG Technician	27.69
12035 - Electroneurodiagnostic Technologist	27.69
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.07
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	17.46
12130 - Medical Laboratory Technician	25.85
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	39.52
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.70
12224 - Nursing Assistant IV	15.38
12235 - Optical Dispenser	23.33
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	15.56
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	28.37
12311 - Registered Nurse I	22.92
12312 - Registered Nurse II	28.03

12313 - Registered Nurse II Specialist		28.03
12314 - Registered Nurse III		33.92
12315 - Registered Nurse III Anesthetist		33.92
12316 - Registered Nurse IV		40.65
12317 - Scheduler (Drug and Alcohol Testing)		22.28
12320 - Substance Abuse Treatment Counselor		23.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		15.27
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		20.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		31.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		34.20
15030 - Air Crew Training Devices Instructor (Pilot)		40.99
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		28.58

15070 - Flight Instructor (Pilot) 40.99
15080 - Graphic Artist 21.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.99
15086 - Maintenance Test Pilot Rotary Wing 40.99
15088 - Non-Maintenance Test/Co-Pilot 40.99
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.10
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 19.53
21110 - Shipping Packer 16.87
21130 - Shipping/Receiving Clerk 16.87
21140 - Store Worker I 13.96
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.23
23019 - Aircraft Logs and Records Technician 23.28
23021 - Aircraft Mechanic I 26.30
23022 - Aircraft Mechanic II 27.23
23023 - Aircraft Mechanic III 28.26
23040 - Aircraft Mechanic Helper 20.47
23050 - Aircraft Painter 25.05
23060 - Aircraft Servicer 23.28
23070 - Aircraft Survival Flight Equipment Technician 25.05
23080 - Aircraft Worker 24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.27

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.30
23110 - Appliance Mechanic 24.48
23120 - Bicycle Repairer 20.62
23125 - Cable Splicer 39.72
23130 - Carpenter Maintenance 22.46
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 27.60
23181 - Electronics Technician Maintenance I 23.17
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 25.70
23260 - Fabric Worker 21.88
23290 - Fire Alarm System Mechanic 25.70
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 37.00
23312 - Fuel Distribution System Operator 31.45
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 26.30
23381 - Ground Support Equipment Servicer 23.28
23382 - Ground Support Equipment Worker 24.27
23391 - Gunsmith I 20.62
23392 - Gunsmith II 23.17
23393 - Gunsmith III 25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.92
23430 - Heavy Equipment Mechanic 22.09
23440 - Heavy Equipment Operator 24.58
23460 - Instrument Mechanic 28.61
23465 - Laboratory/Shelter Mechanic 24.48
23470 - Laborer 15.85
23510 - Locksmith 24.48
23530 - Machinery Maintenance Mechanic 24.92
23550 - Machinist Maintenance 21.83
23580 - Maintenance Trades Helper 18.30
23591 - Metrology Technician I 28.61
23592 - Metrology Technician II 29.61
23593 - Metrology Technician III 30.75
23640 - Millwright 27.25
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 23.91
23790 - Pipefitter Maintenance 33.24
23810 - Plumber Maintenance 30.57
23820 - Pneudraulic Systems Mechanic 25.70
23850 - Rigger 25.70
23870 - Scale Mechanic 23.17
23890 - Sheet-Metal Worker Maintenance 24.36
23910 - Small Engine Mechanic 17.24
23931 - Telecommunications Mechanic I 29.59

23932 - Telecommunications Mechanic II 30.64
23950 - Telephone Lineman 37.42
23960 - Welder Combination Maintenance 20.57
23965 - Well Driller 25.70
23970 - Woodcraft Worker 25.70
23980 - Woodworker 20.62
24000 - Personal Needs Occupations
24550 - Case Manager 16.85
24570 - Child Care Attendant 12.58
24580 - Child Care Center Clerk 15.69
24610 - Chore Aide 12.90
24620 - Family Readiness And Support Services Coordinator 16.85
24630 - Homemaker 16.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.70
25040 - Sewage Plant Operator 22.29
25070 - Stationary Engineer 26.70
25190 - Ventilation Equipment Tender 19.98
25210 - Water Treatment Plant Operator 22.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.05
27007 - Baggage Inspector 16.38
27008 - Corrections Officer 31.10
27010 - Court Security Officer 28.21
27030 - Detection Dog Handler 18.45
27040 - Detention Officer 31.10
27070 - Firefighter 25.67
27101 - Guard I 16.38
27102 - Guard II 18.33
27131 - Police Officer I 27.52
27132 - Police Officer II 30.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.28
28042 - Carnival Equipment Repairer 16.39
28043 - Carnival Worker 11.95
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 16.68
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 20.66
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 18.42
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.98
29020 - Hatch Tender 22.98
29030 - Line Handler 22.98
29041 - Stevedore I 21.85
29042 - Stevedore II 24.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.80
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 24.36
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.42
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.98
30081 - Engineering Technician I 16.20
30082 - Engineering Technician II 18.18
30083 - Engineering Technician III 20.35
30084 - Engineering Technician IV 25.21
30085 - Engineering Technician V 30.83
30086 - Engineering Technician VI 37.30
30090 - Environmental Technician 24.36
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 20.77
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.42
30240 - Mathematical Technician 24.36
30361 - Paralegal/Legal Assistant I 18.71
30362 - Paralegal/Legal Assistant II 23.18
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.30
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 24.36
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 24.36
30462 - Technical Writer II 29.80
30463 - Technical Writer III 36.05
30491 - Unexploded Ordnance (UXO) Technician I 25.77
30492 - Unexploded Ordnance (UXO) Technician II 31.18
30493 - Unexploded Ordnance (UXO) Technician III 37.37
30494 - Unexploded (UXO) Safety Escort 25.77
30495 - Unexploded (UXO) Sweep Personnel 25.77
30501 - Weather Forecaster I 26.98
30502 - Weather Forecaster II 32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.18
31020 - Bus Aide 14.82
31030 - Bus Driver 19.73

31043 - Driver Courier	14.82
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	14.11
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.87
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.74
99050 - Desk Clerk	13.46
99095 - Embalmer	31.14
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	17.96
99252 - Laboratory Animal Caretaker II	19.27
99260 - Marketing Analyst	24.64
99310 - Mortician	31.14
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	18.57
99711 - Recycling Specialist	21.72
99730 - Refuse Collector	16.98
99810 - Sales Clerk	12.48
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	21.25
99842 - Vending Machine Repairer Helper	17.83

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4169
Revision No.: 15
Date Of Last Revision: 04/09/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Clinton Essex Franklin Lewis St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61
01043 - Customer Service Representative III		15.94
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		20.31
01070 - Document Preparation Clerk		15.40
01090 - Duplicating Machine Operator		15.40
01111 - General Clerk I		12.52
01112 - General Clerk II		13.67

01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 20.68
01141 - Messenger Courier 14.41
01191 - Order Clerk I 15.98
01192 - Order Clerk II 17.44
01261 - Personnel Assistant (Employment) I 17.08
01262 - Personnel Assistant (Employment) II 19.10
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 16.17
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.55
01313 - Secretary III 20.68
01320 - Service Order Dispatcher 18.16
01410 - Supply Technician 29.43
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 16.44
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.74
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 18.42
05040 - Automotive Glass Installer 17.71
05070 - Automotive Worker 17.71
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 19.17
05160 - Motor Equipment Metal Worker 17.71
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 15.62
05250 - Motor Vehicle Upholstery Worker 17.02
05280 - Motor Vehicle Wrecker 17.71
05310 - Painter Automotive 18.42
05340 - Radiator Repair Specialist 17.71
05370 - Tire Repairer 15.01
05400 - Transmission Repair Specialist 19.17
07000 - Food Preparation And Service Occupations
07010 - Baker 15.88
07041 - Cook I 16.57
07042 - Cook II 18.63
07070 - Dishwasher 12.28
07130 - Food Service Worker 12.73
07210 - Meat Cutter 18.63
07260 - Waiter/Waitress 12.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.46

09040 - Furniture Handler 14.65
09080 - Furniture Refinisher 19.46
09090 - Furniture Refinisher Helper 16.13
09110 - Furniture Repairer Minor 17.57
09130 - Upholsterer 19.46
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.49
11060 - Elevator Operator 14.33
11090 - Gardener 20.18
11122 - Housekeeping Aide 14.33
11150 - Janitor 14.33
11210 - Laborer Grounds Maintenance 16.09
11240 - Maid or Houseman 12.89
11260 - Pruner 14.71
11270 - Tractor Operator 18.82
11330 - Trail Maintenance Worker 16.09
11360 - Window Cleaner 15.68
12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 24.45
12015 - Certified Physical Therapist Assistant 23.68
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 39.00
12030 - EKG Technician 28.38
12035 - Electroneurodiagnostic Technologist 28.38
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 18.13
12130 - Medical Laboratory Technician 29.28
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.13
12195 - Medical Transcriptionist 20.12
12210 - Nuclear Medicine Technologist 40.64
12221 - Nursing Assistant I 12.29
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.07
12224 - Nursing Assistant IV 16.92
12235 - Optical Dispenser 25.66
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 17.14
12305 - Radiologic Technologist 29.22
12311 - Registered Nurse I 23.27
12312 - Registered Nurse II 28.46
12313 - Registered Nurse II Specialist 28.46
12314 - Registered Nurse III 34.44
12315 - Registered Nurse III Anesthetist 34.44

12316 - Registered Nurse IV		41.27
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		25.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.12
13042 - Illustrator II		26.15
13043 - Illustrator III		31.99
13047 - Librarian		28.97
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		26.15
13058 - Library Technician		16.71
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		17.97
14043 - Computer Operator III		20.04
14044 - Computer Operator IV		22.28
14045 - Computer Operator V		24.67
14071 - Computer Programmer I	(see 1)	19.52
14072 - Computer Programmer II	(see 1)	24.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.07
14160 - Personal Computer Support Technician		22.28
14170 - System Support Specialist		31.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.95
15050 - Computer Based Training Specialist / Instructor		31.00
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		44.95
15080 - Graphic Artist		21.21
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.95

15086 - Maintenance Test Pilot Rotary Wing 44.95
15088 - Non-Maintenance Test/Co-Pilot 44.95
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.15
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.53
21071 - Order Filler 14.12
21080 - Production Line Worker (Food Processing) 20.15
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 14.37
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 20.15
21410 - Warehouse Specialist 20.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.71
23019 - Aircraft Logs and Records Technician 21.88
23021 - Aircraft Mechanic I 25.70
23022 - Aircraft Mechanic II 26.71
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 24.48
23060 - Aircraft Servicer 21.88
23070 - Aircraft Survival Flight Equipment Technician 24.48
23080 - Aircraft Worker 23.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.70
23110 - Appliance Mechanic 24.48

23120 - Bicycle Repairer 20.62
23125 - Cable Splicer 39.72
23130 - Carpenter Maintenance 23.64
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 29.09
23181 - Electronics Technician Maintenance I 23.17
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 25.70
23260 - Fabric Worker 21.88
23290 - Fire Alarm System Mechanic 25.70
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 39.89
23312 - Fuel Distribution System Operator 29.70
23370 - General Maintenance Worker 19.59
23380 - Ground Support Equipment Mechanic 25.70
23381 - Ground Support Equipment Servicer 21.88
23382 - Ground Support Equipment Worker 23.17
23391 - Gunsmith I 20.62
23392 - Gunsmith II 23.17
23393 - Gunsmith III 25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.96
23430 - Heavy Equipment Mechanic 22.09
23440 - Heavy Equipment Operator 26.32
23460 - Instrument Mechanic 25.70
23465 - Laboratory/Shelter Mechanic 24.48
23470 - Laborer 16.53
23510 - Locksmith 24.48
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 21.83
23580 - Maintenance Trades Helper 18.30
23591 - Metrology Technician I 25.70
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 27.71
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 23.55
23790 - Pipefitter Maintenance 33.24
23810 - Plumber Maintenance 30.57
23820 - Pneudraulic Systems Mechanic 25.70
23850 - Rigger 25.70
23870 - Scale Mechanic 23.17
23890 - Sheet-Metal Worker Maintenance 24.94
23910 - Small Engine Mechanic 17.49
23931 - Telecommunications Mechanic I 27.41
23932 - Telecommunications Mechanic II 28.49
23950 - Telephone Lineman 37.66
23960 - Welder Combination Maintenance 21.90

23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.78
24610 - Chore Aide	13.96
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant Operator	22.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.62
27007 - Baggage Inspector	16.69
27008 - Corrections Officer	31.99
27010 - Court Security Officer	29.28
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	31.99
27070 - Firefighter	26.57
27101 - Guard I	16.69
27102 - Guard II	18.66
27131 - Police Officer I	27.77
27132 - Police Officer II	30.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.85
28042 - Carnival Equipment Repairer	17.00
28043 - Carnival Worker	12.86
28210 - Gate Attendant/Gate Tender	15.69
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	17.54
28510 - Recreation Aide/Health Facility Attendant	12.80
28515 - Recreation Specialist	21.73
28630 - Sports Official	13.97
28690 - Swimming Pool Operator	19.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.98
29020 - Hatch Tender	22.98
29030 - Line Handler	22.98
29041 - Stevedore I	21.72
29042 - Stevedore II	24.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

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		24.36
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		17.58
30062 - Drafter/CAD Operator II		19.67
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98
30081 - Engineering Technician I		16.20
30082 - Engineering Technician II		18.18
30083 - Engineering Technician III		20.35
30084 - Engineering Technician IV		25.21
30085 - Engineering Technician V		30.83
30086 - Engineering Technician VI		37.30
30090 - Environmental Technician		24.36
30095 - Evidence Control Specialist		23.24
30210 - Laboratory Technician		21.88
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.42
30240 - Mathematical Technician		24.36
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		35.64
30375 - Petroleum Supply Specialist		28.42
30390 - Photo-Optics Technician		24.36
30395 - Radiation Control Technician		28.42
30461 - Technical Writer I		24.36
30462 - Technical Writer II		29.80
30463 - Technical Writer III		36.05
30491 - Unexploded Ordnance (UXO) Technician I		26.03
30492 - Unexploded Ordnance (UXO) Technician II		31.49
30493 - Unexploded Ordnance (UXO) Technician III		37.75
30494 - Unexploded (UXO) Safety Escort		26.03
30495 - Unexploded (UXO) Sweep Personnel		26.03
30501 - Weather Forecaster I		26.98
30502 - Weather Forecaster II		32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.49
31020 - Bus Aide		14.55
31030 - Bus Driver		18.70
31043 - Driver Courier		14.84
31260 - Parking and Lot Attendant		12.84
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	16.88
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	27.16
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	17.96
99252 - Laboratory Animal Caretaker II	19.27
99260 - Marketing Analyst	24.64
99310 - Mortician	27.16
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	25.54
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	24.43
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4170
Revision No.: 14
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Clinton Essex Franklin Lewis St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		27.11
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		11.81
01042 - Customer Service Representative II		13.28
01043 - Customer Service Representative III		14.49
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.54
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.22
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 14.41
01191 - Order Clerk I 14.53
01192 - Order Clerk II 15.85
01261 - Personnel Assistant (Employment) I 16.46
01262 - Personnel Assistant (Employment) II 18.42
01263 - Personnel Assistant (Employment) III 20.53
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 14.70
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 27.11
01420 - Survey Worker 17.13
01460 - Switchboard Operator/Receptionist 16.30
01531 - Travel Clerk I 11.71
01532 - Travel Clerk II 12.63
01533 - Travel Clerk III 13.56
01611 - Word Processor I 13.74
01612 - Word Processor II 15.43
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 18.42
05040 - Automotive Glass Installer 17.71
05070 - Automotive Worker 17.71
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 19.17
05160 - Motor Equipment Metal Worker 17.71
05190 - Motor Vehicle Mechanic 19.17
05220 - Motor Vehicle Mechanic Helper 15.62
05250 - Motor Vehicle Upholstery Worker 17.02
05280 - Motor Vehicle Wrecker 17.71
05310 - Painter Automotive 18.42
05340 - Radiator Repair Specialist 17.71
05370 - Tire Repairer 15.01
05400 - Transmission Repair Specialist 19.17
07000 - Food Preparation And Service Occupations
07010 - Baker 15.88
07041 - Cook I 16.19
07042 - Cook II 18.19
07070 - Dishwasher 11.69
07130 - Food Service Worker 12.05
07210 - Meat Cutter 18.63

07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.46
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	19.46
09090 - Furniture Refinisher Helper	16.13
09110 - Furniture Repairer Minor	17.57
09130 - Upholsterer	19.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17
11060 - Elevator Operator	13.73
11090 - Gardener	19.57
11122 - Housekeeping Aide	13.73
11150 - Janitor	13.73
11210 - Laborer Grounds Maintenance	15.60
11240 - Maid or Houseman	12.89
11260 - Pruner	14.26
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	15.60
11360 - Window Cleaner	15.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.99
12012 - Certified Occupational Therapist Assistant	24.45
12015 - Certified Physical Therapist Assistant	23.19
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	39.00
12030 - EKG Technician	27.69
12035 - Electroneurodiagnostic Technologist	27.69
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.07
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	17.46
12130 - Medical Laboratory Technician	26.62
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	39.52
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.70
12224 - Nursing Assistant IV	15.38
12235 - Optical Dispenser	23.33
12236 - Optical Technician	16.07
12250 - Pharmacy Technician	15.56
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	28.37
12311 - Registered Nurse I	22.92
12312 - Registered Nurse II	28.03

12313 - Registered Nurse II Specialist		28.03
12314 - Registered Nurse III		33.92
12315 - Registered Nurse III Anesthetist		33.92
12316 - Registered Nurse IV		40.65
12317 - Scheduler (Drug and Alcohol Testing)		22.28
12320 - Substance Abuse Treatment Counselor		23.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.12
13042 - Illustrator II		26.15
13043 - Illustrator III		31.99
13047 - Librarian		28.97
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		26.15
13058 - Library Technician		16.71
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		19.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		16.34
14043 - Computer Operator III		18.22
14044 - Computer Operator IV		20.25
14045 - Computer Operator V		22.43
14071 - Computer Programmer I	(see 1)	19.43
14072 - Computer Programmer II	(see 1)	24.08
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.61
14160 - Personal Computer Support Technician		20.25
14170 - System Support Specialist		31.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.60
15030 - Air Crew Training Devices Instructor (Pilot)		42.21
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		28.24

15070 - Flight Instructor (Pilot) 42.21
15080 - Graphic Artist 21.21
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.99
15086 - Maintenance Test Pilot Rotary Wing 40.99
15088 - Non-Maintenance Test/Co-Pilot 40.99
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 15.85
21071 - Order Filler 14.12
21080 - Production Line Worker (Food Processing) 19.53
21110 - Shipping Packer 16.87
21130 - Shipping/Receiving Clerk 16.87
21140 - Store Worker I 13.96
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.71
23019 - Aircraft Logs and Records Technician 21.88
23021 - Aircraft Mechanic I 25.70
23022 - Aircraft Mechanic II 26.71
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 24.48
23060 - Aircraft Servicer 21.88
23070 - Aircraft Survival Flight Equipment Technician 24.48
23080 - Aircraft Worker 23.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.70
23110 - Appliance Mechanic 24.48
23120 - Bicycle Repairer 20.62
23125 - Cable Splicer 39.72
23130 - Carpenter Maintenance 22.46
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 27.60
23181 - Electronics Technician Maintenance I 23.17
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 25.70
23260 - Fabric Worker 21.88
23290 - Fire Alarm System Mechanic 25.70
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 39.89
23312 - Fuel Distribution System Operator 29.70
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 25.70
23381 - Ground Support Equipment Servicer 21.88
23382 - Ground Support Equipment Worker 23.17
23391 - Gunsmith I 20.62
23392 - Gunsmith II 23.17
23393 - Gunsmith III 25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.92
23430 - Heavy Equipment Mechanic 22.09
23440 - Heavy Equipment Operator 24.58
23460 - Instrument Mechanic 25.70
23465 - Laboratory/Shelter Mechanic 24.48
23470 - Laborer 15.85
23510 - Locksmith 24.48
23530 - Machinery Maintenance Mechanic 23.12
23550 - Machinist Maintenance 21.83
23580 - Maintenance Trades Helper 18.30
23591 - Metrology Technician I 25.70
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 27.25
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 23.55
23790 - Pipefitter Maintenance 33.24
23810 - Plumber Maintenance 30.57
23820 - Pneudraulic Systems Mechanic 25.70
23850 - Rigger 25.70
23870 - Scale Mechanic 23.17
23890 - Sheet-Metal Worker Maintenance 24.36
23910 - Small Engine Mechanic 17.49
23931 - Telecommunications Mechanic I 26.66

23932 - Telecommunications Mechanic II 27.60
23950 - Telephone Lineman 37.66
23960 - Welder Combination Maintenance 20.34
23965 - Well Driller 25.70
23970 - Woodcraft Worker 25.70
23980 - Woodworker 20.62
24000 - Personal Needs Occupations
24550 - Case Manager 16.85
24570 - Child Care Attendant 12.58
24580 - Child Care Center Clerk 16.78
24610 - Chore Aide 12.90
24620 - Family Readiness And Support Services Coordinator 16.85
24630 - Homemaker 18.19
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.70
25040 - Sewage Plant Operator 22.29
25070 - Stationary Engineer 26.70
25190 - Ventilation Equipment Tender 19.98
25210 - Water Treatment Plant Operator 22.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.05
27007 - Baggage Inspector 16.38
27008 - Corrections Officer 31.38
27010 - Court Security Officer 28.21
27030 - Detection Dog Handler 18.33
27040 - Detention Officer 31.38
27070 - Firefighter 25.67
27101 - Guard I 16.38
27102 - Guard II 18.33
27131 - Police Officer I 27.52
27132 - Police Officer II 30.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.28
28042 - Carnival Equipment Repairer 16.39
28043 - Carnival Worker 12.86
28210 - Gate Attendant/Gate Tender 15.26
28310 - Lifeguard 12.11
28350 - Park Attendant (Aide) 17.07
28510 - Recreation Aide/Health Facility Attendant 12.47
28515 - Recreation Specialist 21.04
28630 - Sports Official 13.60
28690 - Swimming Pool Operator 18.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.98
29020 - Hatch Tender 22.98
29030 - Line Handler 22.98
29041 - Stevedore I 21.72
29042 - Stevedore II 24.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.80
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 24.36
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.42
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.98
30081 - Engineering Technician I 16.20
30082 - Engineering Technician II 18.18
30083 - Engineering Technician III 20.35
30084 - Engineering Technician IV 25.21
30085 - Engineering Technician V 30.83
30086 - Engineering Technician VI 37.30
30090 - Environmental Technician 24.36
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 19.89
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.42
30240 - Mathematical Technician 24.36
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 35.64
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 24.36
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 24.36
30462 - Technical Writer II 29.80
30463 - Technical Writer III 36.05
30491 - Unexploded Ordnance (UXO) Technician I 25.77
30492 - Unexploded Ordnance (UXO) Technician II 31.18
30493 - Unexploded Ordnance (UXO) Technician III 37.37
30494 - Unexploded (UXO) Safety Escort 25.77
30495 - Unexploded (UXO) Sweep Personnel 25.77
30501 - Weather Forecaster I 26.98
30502 - Weather Forecaster II 32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.18
31020 - Bus Aide 14.55
31030 - Bus Driver 18.70

31043 - Driver Courier	14.82
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	14.11
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	16.87
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.74
99050 - Desk Clerk	13.46
99095 - Embalmer	27.16
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	17.96
99252 - Laboratory Animal Caretaker II	19.27
99260 - Marketing Analyst	24.64
99310 - Mortician	27.16
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	18.57
99711 - Recycling Specialist	21.72
99730 - Refuse Collector	16.98
99810 - Sales Clerk	12.48
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	23.98
99831 - Surveying Aide	13.87
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	19.67
99841 - Vending Machine Repairer	22.98
99842 - Vending Machine Repairer Helper	19.67

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4171
Revision No.: 15
Date Of Last Revision: 04/09/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Hamilton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		29.43
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.99
01042 - Customer Service Representative II		14.61
01043 - Customer Service Representative III		15.94
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		20.31
01070 - Document Preparation Clerk		15.40
01090 - Duplicating Machine Operator		15.40
01111 - General Clerk I		12.52
01112 - General Clerk II		13.67

01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 20.68
01141 - Messenger Courier 14.18
01191 - Order Clerk I 15.98
01192 - Order Clerk II 17.44
01261 - Personnel Assistant (Employment) I 17.08
01262 - Personnel Assistant (Employment) II 19.10
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 16.17
01300 - Scheduler Maintenance 16.59
01311 - Secretary I 16.59
01312 - Secretary II 18.55
01313 - Secretary III 20.68
01320 - Service Order Dispatcher 18.16
01410 - Supply Technician 29.43
01420 - Survey Worker 18.35
01460 - Switchboard Operator/Receptionist 16.44
01531 - Travel Clerk I 11.90
01532 - Travel Clerk II 12.81
01533 - Travel Clerk III 13.74
01611 - Word Processor I 13.77
01612 - Word Processor II 15.46
01613 - Word Processor III 17.29
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.82
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.39
07041 - Cook I 16.57
07042 - Cook II 18.63
07070 - Dishwasher 12.28
07130 - Food Service Worker 12.73
07210 - Meat Cutter 18.63
07260 - Waiter/Waitress 12.56
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.11

09040 - Furniture Handler 14.95
09080 - Furniture Refinisher 20.11
09090 - Furniture Refinisher Helper 17.19
09110 - Furniture Repairer Minor 18.65
09130 - Upholsterer 22.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.37
11060 - Elevator Operator 14.33
11090 - Gardener 20.18
11122 - Housekeeping Aide 14.33
11150 - Janitor 14.33
11210 - Laborer Grounds Maintenance 16.09
11240 - Maid or Houseman 12.89
11260 - Pruner 17.78
11270 - Tractor Operator 18.82
11330 - Trail Maintenance Worker 16.09
11360 - Window Cleaner 15.68
12000 - Health Occupations
12010 - Ambulance Driver 17.99
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 24.45
12015 - Certified Physical Therapist Assistant 23.68
12020 - Dental Assistant 17.79
12025 - Dental Hygienist 38.83
12030 - EKG Technician 28.38
12035 - Electroneurodiagnostic Technologist 28.38
12040 - Emergency Medical Technician 17.99
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 18.13
12130 - Medical Laboratory Technician 30.16
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.13
12195 - Medical Transcriptionist 20.12
12210 - Nuclear Medicine Technologist 40.64
12221 - Nursing Assistant I 12.29
12222 - Nursing Assistant II 13.81
12223 - Nursing Assistant III 15.07
12224 - Nursing Assistant IV 16.92
12235 - Optical Dispenser 25.66
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 16.26
12280 - Phlebotomist 17.14
12305 - Radiologic Technologist 29.22
12311 - Registered Nurse I 23.27
12312 - Registered Nurse II 28.46
12313 - Registered Nurse II Specialist 28.46
12314 - Registered Nurse III 34.44
12315 - Registered Nurse III Anesthetist 34.44

12316 - Registered Nurse IV		41.27
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		25.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.12
13042 - Illustrator II		26.15
13043 - Illustrator III		31.99
13047 - Librarian		28.97
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		26.15
13058 - Library Technician		12.91
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		19.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.17
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		25.99
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		26.46
14170 - System Support Specialist		31.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.95
15050 - Computer Based Training Specialist / Instructor		31.00
15060 - Educational Technologist		28.58
15070 - Flight Instructor (Pilot)		44.95
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.95

15086 - Maintenance Test Pilot Rotary Wing 44.95
15088 - Non-Maintenance Test/Co-Pilot 44.95
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.15
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.53
21071 - Order Filler 12.97
21080 - Production Line Worker (Food Processing) 20.15
21110 - Shipping Packer 17.12
21130 - Shipping/Receiving Clerk 17.12
21140 - Store Worker I 14.37
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 20.15
21410 - Warehouse Specialist 20.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.71
23019 - Aircraft Logs and Records Technician 21.88
23021 - Aircraft Mechanic I 25.70
23022 - Aircraft Mechanic II 26.71
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 24.48
23060 - Aircraft Servicer 21.88
23070 - Aircraft Survival Flight Equipment Technician 24.48
23080 - Aircraft Worker 23.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.70
23110 - Appliance Mechanic 24.48

23120 - Bicycle Repairer 20.62
23125 - Cable Splicer 39.13
23130 - Carpenter Maintenance 23.64
23140 - Carpet Layer 23.17
23160 - Electrician Maintenance 29.09
23181 - Electronics Technician Maintenance I 23.17
23182 - Electronics Technician Maintenance II 24.48
23183 - Electronics Technician Maintenance III 25.70
23260 - Fabric Worker 21.88
23290 - Fire Alarm System Mechanic 25.70
23310 - Fire Extinguisher Repairer 20.62
23311 - Fuel Distribution System Mechanic 37.42
23312 - Fuel Distribution System Operator 30.93
23370 - General Maintenance Worker 19.59
23380 - Ground Support Equipment Mechanic 25.70
23381 - Ground Support Equipment Servicer 21.88
23382 - Ground Support Equipment Worker 23.17
23391 - Gunsmith I 20.62
23392 - Gunsmith II 23.17
23393 - Gunsmith III 25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.96
23430 - Heavy Equipment Mechanic 22.09
23440 - Heavy Equipment Operator 26.32
23460 - Instrument Mechanic 25.70
23465 - Laboratory/Shelter Mechanic 24.48
23470 - Laborer 16.53
23510 - Locksmith 24.48
23530 - Machinery Maintenance Mechanic 24.18
23550 - Machinist Maintenance 21.30
23580 - Maintenance Trades Helper 18.30
23591 - Metrology Technician I 25.70
23592 - Metrology Technician II 26.71
23593 - Metrology Technician III 27.73
23640 - Millwright 27.71
23710 - Office Appliance Repairer 24.48
23760 - Painter Maintenance 21.90
23790 - Pipefitter Maintenance 33.24
23810 - Plumber Maintenance 30.57
23820 - Pneudraulic Systems Mechanic 25.70
23850 - Rigger 25.70
23870 - Scale Mechanic 23.17
23890 - Sheet-Metal Worker Maintenance 24.94
23910 - Small Engine Mechanic 19.26
23931 - Telecommunications Mechanic I 27.41
23932 - Telecommunications Mechanic II 28.49
23950 - Telephone Lineman 34.46
23960 - Welder Combination Maintenance 21.90

23965 - Well Driller	25.70
23970 - Woodcraft Worker	25.70
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.05
24610 - Chore Aide	13.96
24620 - Family Readiness And Support Services Coordinator	16.85
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.11
25040 - Sewage Plant Operator	22.29
25070 - Stationary Engineer	27.11
25190 - Ventilation Equipment Tender	20.29
25210 - Water Treatment Plant Operator	22.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.62
27007 - Baggage Inspector	16.69
27008 - Corrections Officer	31.99
27010 - Court Security Officer	29.28
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	31.99
27070 - Firefighter	26.57
27101 - Guard I	16.69
27102 - Guard II	18.66
27131 - Police Officer I	27.77
27132 - Police Officer II	30.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.85
28042 - Carnival Equipment Repairer	17.00
28043 - Carnival Worker	12.39
28210 - Gate Attendant/Gate Tender	15.69
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	17.54
28510 - Recreation Aide/Health Facility Attendant	12.80
28515 - Recreation Specialist	21.73
28630 - Sports Official	13.97
28690 - Swimming Pool Operator	19.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	21.72
29042 - Stevedore II	24.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

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		24.36
30051 - Cryogenic Technician I		25.74
30052 - Cryogenic Technician II		28.42
30061 - Drafter/CAD Operator I		17.58
30062 - Drafter/CAD Operator II		19.67
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		26.98
30081 - Engineering Technician I		16.20
30082 - Engineering Technician II		18.18
30083 - Engineering Technician III		20.35
30084 - Engineering Technician IV		25.21
30085 - Engineering Technician V		30.83
30086 - Engineering Technician VI		37.30
30090 - Environmental Technician		23.80
30095 - Evidence Control Specialist		23.24
30210 - Laboratory Technician		19.80
30221 - Latent Fingerprint Technician I		25.74
30222 - Latent Fingerprint Technician II		28.42
30240 - Mathematical Technician		24.36
30361 - Paralegal/Legal Assistant I		18.71
30362 - Paralegal/Legal Assistant II		23.18
30363 - Paralegal/Legal Assistant III		28.35
30364 - Paralegal/Legal Assistant IV		34.30
30375 - Petroleum Supply Specialist		28.42
30390 - Photo-Optics Technician		24.36
30395 - Radiation Control Technician		28.42
30461 - Technical Writer I		24.36
30462 - Technical Writer II		29.80
30463 - Technical Writer III		36.05
30491 - Unexploded Ordnance (UXO) Technician I		26.03
30492 - Unexploded Ordnance (UXO) Technician II		31.49
30493 - Unexploded Ordnance (UXO) Technician III		37.75
30494 - Unexploded (UXO) Safety Escort		26.03
30495 - Unexploded (UXO) Sweep Personnel		26.03
30501 - Weather Forecaster I		26.98
30502 - Weather Forecaster II		32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.92
30621 - Weather Observer Senior	(see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.49
31020 - Bus Aide		14.55
31030 - Bus Driver		19.36
31043 - Driver Courier		14.84
31260 - Parking and Lot Attendant		12.84
31290 - Shuttle Bus Driver		15.90

31310 - Taxi Driver	14.79
31361 - Truckdriver Light	15.91
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	21.32
31364 - Truckdriver Tractor-Trailer	21.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.26
99050 - Desk Clerk	13.86
99095 - Embalmer	27.42
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	17.85
99252 - Laboratory Animal Caretaker II	19.14
99260 - Marketing Analyst	24.64
99310 - Mortician	27.42
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.43
99711 - Recycling Specialist	23.89
99730 - Refuse Collector	18.68
99810 - Sales Clerk	13.45
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.54
99831 - Surveying Aide	14.80
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4172
Revision No.: 14
Date Of Last Revision: 04/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York County of Hamilton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.39
01013 - Accounting Clerk III		18.34
01020 - Administrative Assistant		27.11
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		11.81
01042 - Customer Service Representative II		13.28
01043 - Customer Service Representative III		14.49
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.54
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 12.43
01112 - General Clerk II 13.56
01113 - General Clerk III 15.22
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 14.18
01191 - Order Clerk I 14.53
01192 - Order Clerk II 15.85
01261 - Personnel Assistant (Employment) I 16.46
01262 - Personnel Assistant (Employment) II 18.42
01263 - Personnel Assistant (Employment) III 20.53
01270 - Production Control Clerk 22.40
01290 - Rental Clerk 14.70
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 27.11
01420 - Survey Worker 17.13
01460 - Switchboard Operator/Receptionist 16.30
01531 - Travel Clerk I 11.71
01532 - Travel Clerk II 12.63
01533 - Travel Clerk III 13.56
01611 - Word Processor I 13.74
01612 - Word Processor II 15.43
01613 - Word Processor III 17.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.28
05010 - Automotive Electrician 18.24
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 17.78
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.24
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.00
07041 - Cook I 16.19
07042 - Cook II 18.19
07070 - Dishwasher 11.62
07130 - Food Service Worker 12.05
07210 - Meat Cutter 18.63

07260 - Waiter/Waitress	11.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.11
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	20.11
09090 - Furniture Refinisher Helper	17.19
09110 - Furniture Repairer Minor	18.65
09130 - Upholsterer	22.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.06
11060 - Elevator Operator	13.73
11090 - Gardener	19.57
11122 - Housekeeping Aide	13.73
11150 - Janitor	13.73
11210 - Laborer Grounds Maintenance	15.60
11240 - Maid or Houseman	12.89
11260 - Pruner	17.78
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	15.60
11360 - Window Cleaner	15.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.99
12012 - Certified Occupational Therapist Assistant	24.45
12015 - Certified Physical Therapist Assistant	23.19
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	38.83
12030 - EKG Technician	27.69
12035 - Electroneurodiagnostic Technologist	27.69
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.07
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	17.46
12130 - Medical Laboratory Technician	27.42
12160 - Medical Record Clerk	16.36
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	39.52
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.70
12224 - Nursing Assistant IV	15.38
12235 - Optical Dispenser	23.33
12236 - Optical Technician	16.07
12250 - Pharmacy Technician	15.56
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	28.37
12311 - Registered Nurse I	22.92
12312 - Registered Nurse II	28.03

12313 - Registered Nurse II Specialist		28.03
12314 - Registered Nurse III		33.92
12315 - Registered Nurse III Anesthetist		33.92
12316 - Registered Nurse IV		40.65
12317 - Scheduler (Drug and Alcohol Testing)		22.28
12320 - Substance Abuse Treatment Counselor		23.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.12
13012 - Exhibits Specialist II		26.15
13013 - Exhibits Specialist III		31.99
13041 - Illustrator I		21.12
13042 - Illustrator II		26.15
13043 - Illustrator III		31.99
13047 - Librarian		28.97
13050 - Library Aide/Clerk		14.60
13054 - Library Information Technology Systems Administrator		26.15
13058 - Library Technician		12.91
13061 - Media Specialist I		18.87
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.54
13071 - Photographer I		18.87
13072 - Photographer II		21.12
13073 - Photographer III		26.15
13074 - Photographer IV		31.99
13075 - Photographer V		38.71
13090 - Technical Order Library Clerk		18.34
13110 - Video Teleconference Technician		18.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	24.53
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		31.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.27
15020 - Aircrew Training Devices Instructor (Rated)		34.20
15030 - Air Crew Training Devices Instructor (Pilot)		40.99
15050 - Computer Based Training Specialist / Instructor		28.27
15060 - Educational Technologist		28.58

15070 - Flight Instructor (Pilot) 40.99
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.99
15086 - Maintenance Test Pilot Rotary Wing 40.99
15088 - Non-Maintenance Test/Co-Pilot 40.99
15090 - Technical Instructor 20.80
15095 - Technical Instructor/Course Developer 25.45
15110 - Test Proctor 16.80
15120 - Tutor 16.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.27
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.53
21030 - Material Coordinator 22.40
21040 - Material Expediter 22.40
21050 - Material Handling Laborer 16.10
21071 - Order Filler 12.74
21080 - Production Line Worker (Food Processing) 19.53
21110 - Shipping Packer 16.87
21130 - Shipping/Receiving Clerk 16.87
21140 - Store Worker I 13.96
21150 - Stock Clerk 18.24
21210 - Tools And Parts Attendant 19.53
21410 - Warehouse Specialist 19.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.71
23019 - Aircraft Logs and Records Technician 21.88
23021 - Aircraft Mechanic I 25.70
23022 - Aircraft Mechanic II 26.71
23023 - Aircraft Mechanic III 27.73
23040 - Aircraft Mechanic Helper 19.22
23050 - Aircraft Painter 24.48
23060 - Aircraft Servicer 21.88
23070 - Aircraft Survival Flight Equipment Technician 24.48
23080 - Aircraft Worker 23.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.17

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.70
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	39.13
23130 - Carpenter Maintenance	22.46
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	27.60
23181 - Electronics Technician Maintenance I	23.17
23182 - Electronics Technician Maintenance II	24.48
23183 - Electronics Technician Maintenance III	25.70
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	25.70
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System Mechanic	37.42
23312 - Fuel Distribution System Operator	30.93
23370 - General Maintenance Worker	19.21
23380 - Ground Support Equipment Mechanic	25.70
23381 - Ground Support Equipment Servicer	21.88
23382 - Ground Support Equipment Worker	23.17
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.17
23393 - Gunsmith III	25.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.92
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	15.85
23510 - Locksmith	24.48
23530 - Machinery Maintenance Mechanic	22.28
23550 - Machinist Maintenance	21.30
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	26.71
23593 - Metrology Technician III	27.73
23640 - Millwright	27.25
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	21.90
23790 - Pipefitter Maintenance	33.24
23810 - Plumber Maintenance	30.57
23820 - Pneudraulic Systems Mechanic	25.70
23850 - Rigger	25.70
23870 - Scale Mechanic	23.17
23890 - Sheet-Metal Worker Maintenance	24.36
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96

23932 - Telecommunications Mechanic II 26.86
23950 - Telephone Lineman 34.46
23960 - Welder Combination Maintenance 20.28
23965 - Well Driller 25.70
23970 - Woodcraft Worker 25.70
23980 - Woodworker 20.62
24000 - Personal Needs Occupations
24550 - Case Manager 16.85
24570 - Child Care Attendant 12.58
24580 - Child Care Center Clerk 15.69
24610 - Chore Aide 12.90
24620 - Family Readiness And Support Services Coordinator 16.85
24630 - Homemaker 16.85
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.70
25040 - Sewage Plant Operator 22.29
25070 - Stationary Engineer 26.70
25190 - Ventilation Equipment Tender 19.98
25210 - Water Treatment Plant Operator 22.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.05
27007 - Baggage Inspector 16.38
27008 - Corrections Officer 31.10
27010 - Court Security Officer 28.21
27030 - Detection Dog Handler 18.33
27040 - Detention Officer 31.10
27070 - Firefighter 25.67
27101 - Guard I 16.38
27102 - Guard II 18.33
27131 - Police Officer I 27.52
27132 - Police Officer II 30.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.28
28042 - Carnival Equipment Repairer 16.39
28043 - Carnival Worker 11.95
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 11.74
28350 - Park Attendant (Aide) 16.68
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 20.66
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 18.62
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.08
29020 - Hatch Tender 24.08
29030 - Line Handler 24.08
29041 - Stevedore I 21.72
29042 - Stevedore II 24.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.96
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.80
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 24.36
30051 - Cryogenic Technician I 25.74
30052 - Cryogenic Technician II 28.42
30061 - Drafter/CAD Operator I 17.58
30062 - Drafter/CAD Operator II 19.67
30063 - Drafter/CAD Operator III 21.92
30064 - Drafter/CAD Operator IV 26.98
30081 - Engineering Technician I 16.20
30082 - Engineering Technician II 18.18
30083 - Engineering Technician III 20.35
30084 - Engineering Technician IV 25.21
30085 - Engineering Technician V 30.83
30086 - Engineering Technician VI 37.30
30090 - Environmental Technician 23.80
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 18.00
30221 - Latent Fingerprint Technician I 25.74
30222 - Latent Fingerprint Technician II 28.42
30240 - Mathematical Technician 24.36
30361 - Paralegal/Legal Assistant I 18.71
30362 - Paralegal/Legal Assistant II 23.18
30363 - Paralegal/Legal Assistant III 28.35
30364 - Paralegal/Legal Assistant IV 34.30
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 24.36
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 24.36
30462 - Technical Writer II 29.80
30463 - Technical Writer III 36.05
30491 - Unexploded Ordnance (UXO) Technician I 25.77
30492 - Unexploded Ordnance (UXO) Technician II 31.18
30493 - Unexploded Ordnance (UXO) Technician III 37.37
30494 - Unexploded (UXO) Safety Escort 25.77
30495 - Unexploded (UXO) Sweep Personnel 25.77
30501 - Weather Forecaster I 26.98
30502 - Weather Forecaster II 32.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.92
30621 - Weather Observer Senior (see 2) 24.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.18
31020 - Bus Aide 14.55
31030 - Bus Driver 19.36

31043 - Driver Courier	14.82
31260 - Parking and Lot Attendant	12.84
31290 - Shuttle Bus Driver	15.90
31310 - Taxi Driver	13.72
31361 - Truckdriver Light	15.90
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	19.80
31364 - Truckdriver Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.74
99050 - Desk Clerk	13.46
99095 - Embalmer	27.42
99130 - Flight Follower	25.77
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	24.64
99310 - Mortician	27.42
99410 - Pest Controller	22.39
99510 - Photofinishing Worker	13.54
99710 - Recycling Laborer	18.57
99711 - Recycling Specialist	21.72
99730 - Refuse Collector	16.98
99810 - Sales Clerk	12.48
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	22.10
99831 - Surveying Aide	13.89
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	19.43
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	19.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4173
Revision No.: 14
Date Of Last Revision: 04/12/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Columbia Greene

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		17.00
01013 - Accounting Clerk III		19.01
01020 - Administrative Assistant		31.02
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81
01043 - Customer Service Representative III		16.64
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.94
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.76
01112 - General Clerk II		15.02

01113 - General Clerk III 16.87
01120 - Housing Referral Assistant 20.73
01141 - Messenger Courier 14.69
01191 - Order Clerk I 14.45
01192 - Order Clerk II 15.77
01261 - Personnel Assistant (Employment) I 16.98
01262 - Personnel Assistant (Employment) II 19.01
01263 - Personnel Assistant (Employment) III 21.19
01270 - Production Control Clerk 23.53
01290 - Rental Clerk 15.26
01300 - Scheduler Maintenance 16.63
01311 - Secretary I 16.63
01312 - Secretary II 18.60
01313 - Secretary III 20.73
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 31.02
01420 - Survey Worker 17.41
01460 - Switchboard Operator/Receptionist 15.09
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.31
01533 - Travel Clerk III 14.27
01611 - Word Processor I 14.98
01612 - Word Processor II 16.82
01613 - Word Processor III 18.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 19.62
05040 - Automotive Glass Installer 18.56
05070 - Automotive Worker 18.56
05110 - Mobile Equipment Servicer 16.65
05130 - Motor Equipment Metal Mechanic 20.68
05160 - Motor Equipment Metal Worker 18.56
05190 - Motor Vehicle Mechanic 21.37
05220 - Motor Vehicle Mechanic Helper 15.35
05250 - Motor Vehicle Upholstery Worker 17.75
05280 - Motor Vehicle Wrecker 18.56
05310 - Painter Automotive 19.83
05340 - Radiator Repair Specialist 18.56
05370 - Tire Repairer 16.10
05400 - Transmission Repair Specialist 20.68
07000 - Food Preparation And Service Occupations
07010 - Baker 14.92
07041 - Cook I 15.60
07042 - Cook II 17.86
07070 - Dishwasher 12.58
07130 - Food Service Worker 12.50
07210 - Meat Cutter 20.22
07260 - Waiter/Waitress 13.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.04

09040 - Furniture Handler 14.82
09080 - Furniture Refinisher 22.04
09090 - Furniture Refinisher Helper 17.61
09110 - Furniture Repairer Minor 20.01
09130 - Upholsterer 22.04
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 13.44
11090 - Gardener 20.11
11122 - Housekeeping Aide 13.78
11150 - Janitor 13.78
11210 - Laborer Grounds Maintenance 15.44
11240 - Maid or Houseman 14.11
11260 - Pruner 13.90
11270 - Tractor Operator 18.59
11330 - Trail Maintenance Worker 15.44
11360 - Window Cleaner 15.37
12000 - Health Occupations
12010 - Ambulance Driver 18.47
12011 - Breath Alcohol Technician 20.21
12012 - Certified Occupational Therapist Assistant 28.65
12015 - Certified Physical Therapist Assistant 24.98
12020 - Dental Assistant 21.22
12025 - Dental Hygienist 43.63
12030 - EKG Technician 32.87
12035 - Electroneurodiagnostic Technologist 32.87
12040 - Emergency Medical Technician 18.47
12071 - Licensed Practical Nurse I 18.08
12072 - Licensed Practical Nurse II 20.21
12073 - Licensed Practical Nurse III 22.53
12100 - Medical Assistant 15.94
12130 - Medical Laboratory Technician 26.29
12160 - Medical Record Clerk 17.94
12190 - Medical Record Technician 23.30
12195 - Medical Transcriptionist 18.08
12210 - Nuclear Medicine Technologist 44.42
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.87
12223 - Nursing Assistant III 15.14
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 24.28
12236 - Optical Technician 18.08
12250 - Pharmacy Technician 16.10
12280 - Phlebotomist 16.86
12305 - Radiologic Technologist 29.65
12311 - Registered Nurse I 22.63
12312 - Registered Nurse II 27.69
12313 - Registered Nurse II Specialist 27.69
12314 - Registered Nurse III 33.50
12315 - Registered Nurse III Anesthetist 33.50

12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		25.03
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		13.13
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		18.45
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.84
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		16.77
13110 - Video Teleconference Technician		21.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.67
14044 - Computer Operator IV		24.08
14045 - Computer Operator V		26.67
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		24.08
14170 - System Support Specialist		27.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		35.73
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		32.30
15070 - Flight Instructor (Pilot)		42.82
15080 - Graphic Artist		23.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.82

15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 20.77
15095 - Technical Instructor/Course Developer 25.41
15110 - Test Proctor 16.77
15120 - Tutor 16.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.05
21030 - Material Coordinator 22.79
21040 - Material Expediter 22.79
21050 - Material Handling Laborer 16.05
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 19.05
21110 - Shipping Packer 18.12
21130 - Shipping/Receiving Clerk 18.12
21140 - Store Worker I 13.88
21150 - Stock Clerk 19.07
21210 - Tools And Parts Attendant 19.05
21410 - Warehouse Specialist 19.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.55
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.55
23023 - Aircraft Mechanic III 30.65
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 24.88

23120 - Bicycle Repairer 20.66
23125 - Cable Splicer 36.70
23130 - Carpenter Maintenance 23.50
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 26.59
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 24.10
23290 - Fire Alarm System Mechanic 23.25
23310 - Fire Extinguisher Repairer 22.54
23311 - Fuel Distribution System Mechanic 36.87
23312 - Fuel Distribution System Operator 29.48
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 28.53
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.59
23391 - Gunsmith I 22.18
23392 - Gunsmith II 25.59
23393 - Gunsmith III 28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.57
23430 - Heavy Equipment Mechanic 23.02
23440 - Heavy Equipment Operator 25.62
23460 - Instrument Mechanic 28.61
23465 - Laboratory/Shelter Mechanic 27.14
23470 - Laborer 15.19
23510 - Locksmith 24.88
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 17.40
23591 - Metrology Technician I 28.61
23592 - Metrology Technician II 29.61
23593 - Metrology Technician III 30.75
23640 - Millwright 28.53
23710 - Office Appliance Repairer 25.04
23760 - Painter Maintenance 19.76
23790 - Pipefitter Maintenance 27.95
23810 - Plumber Maintenance 25.98
23820 - Pneudraulic Systems Mechanic 28.53
23850 - Rigger 28.53
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 28.53
23910 - Small Engine Mechanic 19.15
23931 - Telecommunications Mechanic I 36.36
23932 - Telecommunications Mechanic II 37.66
23950 - Telephone Lineman 39.39
23960 - Welder Combination Maintenance 20.60

23965 - Well Driller	26.16
23970 - Woodcraft Worker	28.53
23980 - Woodworker	20.94
24000 - Personal Needs Occupations	
24550 - Case Manager	19.02
24570 - Child Care Attendant	13.43
24580 - Child Care Center Clerk	16.74
24610 - Chore Aide	15.95
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	19.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.19
25040 - Sewage Plant Operator	24.01
25070 - Stationary Engineer	28.19
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.76
27007 - Baggage Inspector	16.61
27008 - Corrections Officer	31.57
27010 - Court Security Officer	31.63
27030 - Detection Dog Handler	18.69
27040 - Detention Officer	31.57
27070 - Firefighter	31.69
27101 - Guard I	16.61
27102 - Guard II	18.69
27131 - Police Officer I	28.78
27132 - Police Officer II	31.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.89
28042 - Carnival Equipment Repairer	18.27
28043 - Carnival Worker	12.63
28210 - Gate Attendant/Gate Tender	16.57
28310 - Lifeguard	14.20
28350 - Park Attendant (Aide)	18.68
28510 - Recreation Aide/Health Facility Attendant	13.63
28515 - Recreation Specialist	22.38
28630 - Sports Official	14.87
28690 - Swimming Pool Operator	20.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	24.10
29042 - Stevedore II	27.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

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		27.04
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		15.87
30082 - Engineering Technician II		17.81
30083 - Engineering Technician III		19.94
30084 - Engineering Technician IV		24.69
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.55
30090 - Environmental Technician		27.04
30095 - Evidence Control Specialist		25.56
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		18.85
30362 - Paralegal/Legal Assistant II		23.35
30363 - Paralegal/Legal Assistant III		28.56
30364 - Paralegal/Legal Assistant IV		34.57
30375 - Petroleum Supply Specialist		31.26
30390 - Photo-Optics Technician		25.95
30395 - Radiation Control Technician		31.26
30461 - Technical Writer I		25.46
30462 - Technical Writer II		31.15
30463 - Technical Writer III		36.55
30491 - Unexploded Ordnance (UXO) Technician I		26.03
30492 - Unexploded Ordnance (UXO) Technician II		31.49
30493 - Unexploded Ordnance (UXO) Technician III		37.75
30494 - Unexploded (UXO) Safety Escort		26.03
30495 - Unexploded (UXO) Sweep Personnel		26.03
30501 - Weather Forecaster I		29.95
30502 - Weather Forecaster II		36.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.33
30621 - Weather Observer Senior	(see 2)	27.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.49
31020 - Bus Aide		15.42
31030 - Bus Driver		21.46
31043 - Driver Courier		15.86
31260 - Parking and Lot Attendant		14.33
31290 - Shuttle Bus Driver		17.55

31310 - Taxi Driver	15.33
31361 - Truckdriver Light	17.16
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	12.91
99095 - Embalmer	31.14
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	20.82
99252 - Laboratory Animal Caretaker II	22.52
99260 - Marketing Analyst	30.60
99310 - Mortician	31.14
99410 - Pest Controller	22.92
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.24
99730 - Refuse Collector	18.17
99810 - Sales Clerk	13.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4174
Revision No.: 13
Date Of Last Revision: 04/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Columbia Greene

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		17.00
01013 - Accounting Clerk III		19.01
01020 - Administrative Assistant		28.40
01035 - Court Reporter		24.28
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		15.46
01052 - Data Entry Operator II		16.94
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		15.13

01090 - Duplicating Machine Operator 15.13
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 13.35
01191 - Order Clerk I 13.32
01192 - Order Clerk II 14.54
01261 - Personnel Assistant (Employment) I 15.44
01262 - Personnel Assistant (Employment) II 17.28
01263 - Personnel Assistant (Employment) III 19.26
01270 - Production Control Clerk 23.53
01290 - Rental Clerk 14.78
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 21.04
01410 - Supply Technician 28.40
01420 - Survey Worker 16.06
01460 - Switchboard Operator/Receptionist 14.33
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.84
01611 - Word Processor I 14.47
01612 - Word Processor II 16.25
01613 - Word Processor III 18.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.19
05010 - Automotive Electrician 19.62
05040 - Automotive Glass Installer 18.56
05070 - Automotive Worker 18.56
05110 - Mobile Equipment Servicer 16.65
05130 - Motor Equipment Metal Mechanic 20.68
05160 - Motor Equipment Metal Worker 18.56
05190 - Motor Vehicle Mechanic 21.37
05220 - Motor Vehicle Mechanic Helper 15.35
05250 - Motor Vehicle Upholstery Worker 17.75
05280 - Motor Vehicle Wrecker 18.56
05310 - Painter Automotive 19.83
05340 - Radiator Repair Specialist 18.56
05370 - Tire Repairer 16.10
05400 - Transmission Repair Specialist 20.68
07000 - Food Preparation And Service Occupations
07010 - Baker 13.73
07041 - Cook I 15.60
07042 - Cook II 17.86
07070 - Dishwasher 11.69
07130 - Food Service Worker 11.87
07210 - Meat Cutter 18.38

07260 - Waiter/Waitress	12.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.04
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	22.04
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	20.01
09130 - Upholsterer	22.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.89
11060 - Elevator Operator	13.44
11090 - Gardener	19.62
11122 - Housekeeping Aide	13.78
11150 - Janitor	13.78
11210 - Laborer Grounds Maintenance	15.08
11240 - Maid or Houseman	12.83
11260 - Pruner	13.58
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	15.08
11360 - Window Cleaner	15.37
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	28.65
12015 - Certified Physical Therapist Assistant	24.98
12020 - Dental Assistant	21.22
12025 - Dental Hygienist	43.63
12030 - EKG Technician	30.62
12035 - Electroneurodiagnostic Technologist	30.62
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	16.70
12072 - Licensed Practical Nurse II	18.68
12073 - Licensed Practical Nurse III	20.82
12100 - Medical Assistant	15.71
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	16.31
12190 - Medical Record Technician	23.30
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	41.04
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.22
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	22.74
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	15.09
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.69

12313 - Registered Nurse II Specialist		27.69
12314 - Registered Nurse III		33.50
12315 - Registered Nurse III Anesthetist		33.50
12316 - Registered Nurse IV		40.15
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		21.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.39
13012 - Exhibits Specialist II		25.27
13013 - Exhibits Specialist III		30.91
13041 - Illustrator I		21.59
13042 - Illustrator II		26.76
13043 - Illustrator III		33.49
13047 - Librarian		29.12
13050 - Library Aide/Clerk		12.75
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		18.45
13061 - Media Specialist I		17.67
13062 - Media Specialist II		19.76
13063 - Media Specialist III		22.03
13071 - Photographer I		16.75
13072 - Photographer II		20.38
13073 - Photographer III		25.24
13074 - Photographer IV		31.60
13075 - Photographer V		36.65
13090 - Technical Order Library Clerk		16.77
13110 - Video Teleconference Technician		21.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.64
14042 - Computer Operator II		17.49
14043 - Computer Operator III		20.68
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	19.79
14072 - Computer Programmer II	(see 1)	24.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.64
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		27.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		33.57
15030 - Air Crew Training Devices Instructor (Pilot)		39.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		32.30

15070 - Flight Instructor (Pilot) 39.22
15080 - Graphic Artist 23.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.98
15086 - Maintenance Test Pilot Rotary Wing 38.98
15088 - Non-Maintenance Test/Co-Pilot 38.98
15090 - Technical Instructor 20.30
15095 - Technical Instructor/Course Developer 24.84
15110 - Test Proctor 16.39
15120 - Tutor 16.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 22.79
21040 - Material Expediter 22.79
21050 - Material Handling Laborer 16.05
21071 - Order Filler 14.99
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.52
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.55
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.55
23023 - Aircraft Mechanic III 30.65
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 24.09
23120 - Bicycle Repairer 19.77
23125 - Cable Splicer 36.70
23130 - Carpenter Maintenance 23.50
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 26.59
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 24.10
23290 - Fire Alarm System Mechanic 23.25
23310 - Fire Extinguisher Repairer 22.54
23311 - Fuel Distribution System Mechanic 33.52
23312 - Fuel Distribution System Operator 28.59
23370 - General Maintenance Worker 18.46
23380 - Ground Support Equipment Mechanic 28.53
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.59
23391 - Gunsmith I 22.18
23392 - Gunsmith II 25.59
23393 - Gunsmith III 28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.14
23430 - Heavy Equipment Mechanic 23.02
23440 - Heavy Equipment Operator 25.62
23460 - Instrument Mechanic 28.61
23465 - Laboratory/Shelter Mechanic 27.14
23470 - Laborer 15.19
23510 - Locksmith 24.18
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 15.88
23591 - Metrology Technician I 28.61
23592 - Metrology Technician II 29.61
23593 - Metrology Technician III 30.75
23640 - Millwright 28.53
23710 - Office Appliance Repairer 25.04
23760 - Painter Maintenance 19.76
23790 - Pipefitter Maintenance 25.84
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 28.53
23850 - Rigger 28.53
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 28.53
23910 - Small Engine Mechanic 19.15
23931 - Telecommunications Mechanic I 34.71

23932 - Telecommunications Mechanic II 35.95
23950 - Telephone Lineman 35.81
23960 - Welder Combination Maintenance 20.60
23965 - Well Driller 25.61
23970 - Woodcraft Worker 28.53
23980 - Woodworker 20.94
24000 - Personal Needs Occupations
24550 - Case Manager 19.02
24570 - Child Care Attendant 13.43
24580 - Child Care Center Clerk 16.74
24610 - Chore Aide 14.50
24620 - Family Readiness And Support Services Coordinator 19.02
24630 - Homemaker 19.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.02
25040 - Sewage Plant Operator 24.01
25070 - Stationary Engineer 27.02
25190 - Ventilation Equipment Tender 19.73
25210 - Water Treatment Plant Operator 24.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.76
27007 - Baggage Inspector 15.47
27008 - Corrections Officer 29.74
27010 - Court Security Officer 29.30
27030 - Detection Dog Handler 18.69
27040 - Detention Officer 29.74
27070 - Firefighter 28.88
27101 - Guard I 15.47
27102 - Guard II 18.69
27131 - Police Officer I 27.02
27132 - Police Officer II 30.02
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.40
28042 - Carnival Equipment Repairer 17.74
28043 - Carnival Worker 12.28
28210 - Gate Attendant/Gate Tender 16.57
28310 - Lifeguard 14.20
28350 - Park Attendant (Aide) 18.68
28510 - Recreation Aide/Health Facility Attendant 13.63
28515 - Recreation Specialist 21.77
28630 - Sports Official 14.87
28690 - Swimming Pool Operator 20.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.59
29020 - Hatch Tender 25.59
29030 - Line Handler 25.59
29041 - Stevedore I 24.10
29042 - Stevedore II 27.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.37
30022 - Archeological Technician II 20.56
30023 - Archeological Technician III 25.46
30030 - Cartographic Technician 25.46
30040 - Civil Engineering Technician 25.46
30051 - Cryogenic Technician I 28.20
30052 - Cryogenic Technician II 31.15
30061 - Drafter/CAD Operator I 18.37
30062 - Drafter/CAD Operator II 20.56
30063 - Drafter/CAD Operator III 22.92
30064 - Drafter/CAD Operator IV 28.20
30081 - Engineering Technician I 15.87
30082 - Engineering Technician II 17.81
30083 - Engineering Technician III 19.94
30084 - Engineering Technician IV 24.69
30085 - Engineering Technician V 30.21
30086 - Engineering Technician VI 36.55
30090 - Environmental Technician 25.31
30095 - Evidence Control Specialist 23.24
30210 - Laboratory Technician 22.92
30221 - Latent Fingerprint Technician I 28.20
30222 - Latent Fingerprint Technician II 31.15
30240 - Mathematical Technician 25.46
30361 - Paralegal/Legal Assistant I 18.30
30362 - Paralegal/Legal Assistant II 22.67
30363 - Paralegal/Legal Assistant III 27.74
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 28.42
30390 - Photo-Optics Technician 23.59
30395 - Radiation Control Technician 28.42
30461 - Technical Writer I 25.46
30462 - Technical Writer II 31.15
30463 - Technical Writer III 36.55
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.20
30502 - Weather Forecaster II 34.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.92
30621 - Weather Observer Senior (see 2) 25.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.42
31030 - Bus Driver 21.46

31043 - Driver Courier	14.70
31260 - Parking and Lot Attendant	13.08
31290 - Shuttle Bus Driver	15.95
31310 - Taxi Driver	13.94
31361 - Truckdriver Light	15.95
31362 - Truckdriver Medium	17.20
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	12.91
99095 - Embalmer	31.14
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.33
99252 - Laboratory Animal Caretaker II	21.00
99260 - Marketing Analyst	30.60
99310 - Mortician	31.14
99410 - Pest Controller	22.92
99510 - Photofinishing Worker	13.41
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	22.04
99730 - Refuse Collector	16.52
99810 - Sales Clerk	12.89
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	12.89
99832 - Surveying Technician	19.67
99840 - Vending Machine Attendant	19.61
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.61

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4175
Revision No.: 15
Date Of Last Revision: 04/12/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Delaware Sullivan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.02
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81
01043 - Customer Service Representative III		16.64
01051 - Data Entry Operator I		15.53
01052 - Data Entry Operator II		16.94
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59
01111 - General Clerk I		14.80
01112 - General Clerk II		17.49

01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.92
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.67
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 31.02
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 12.64
01532 - Travel Clerk II 13.36
01533 - Travel Clerk III 14.10
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.85
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.40
07041 - Cook I 15.35
07042 - Cook II 17.43
07070 - Dishwasher 12.58
07130 - Food Service Worker 12.50
07210 - Meat Cutter 21.12
07260 - Waiter/Waitress 13.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.85

09040 - Furniture Handler 13.21
09080 - Furniture Refinisher 18.70
09090 - Furniture Refinisher Helper 14.37
09110 - Furniture Repairer Minor 16.30
09130 - Upholsterer 18.61
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 13.09
11090 - Gardener 20.11
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 15.89
11240 - Maid or Houseman 14.50
11260 - Pruner 14.29
11270 - Tractor Operator 19.07
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 15.70
12000 - Health Occupations
12010 - Ambulance Driver 20.22
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 28.65
12015 - Certified Physical Therapist Assistant 23.21
12020 - Dental Assistant 21.82
12025 - Dental Hygienist 38.84
12030 - EKG Technician 32.87
12035 - Electroneurodiagnostic Technologist 32.87
12040 - Emergency Medical Technician 20.22
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 26.29
12160 - Medical Record Clerk 18.65
12190 - Medical Record Technician 20.59
12195 - Medical Transcriptionist 18.65
12210 - Nuclear Medicine Technologist 44.23
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 26.30
12236 - Optical Technician 18.30
12250 - Pharmacy Technician 16.10
12280 - Phlebotomist 16.86
12305 - Radiologic Technologist 29.65
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
12320 - Substance Abuse Treatment Counselor		20.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		34.25
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		34.25
13047 - Librarian		34.02
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13090 - Technical Order Library Clerk		17.99
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		51.69
15080 - Graphic Artist		27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.82

15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.05
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.24
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 19.05
21110 - Shipping Packer 18.12
21130 - Shipping/Receiving Clerk 18.12
21140 - Store Worker I 13.88
21150 - Stock Clerk 19.07
21210 - Tools And Parts Attendant 19.05
21410 - Warehouse Specialist 19.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.81
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.81
23023 - Aircraft Mechanic III 30.66
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 27.14

23120 - Bicycle Repairer	18.89
23125 - Cable Splicer	44.28
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	25.59
23182 - Electronics Technician Maintenance II	27.14
23183 - Electronics Technician Maintenance III	28.53
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	24.26
23310 - Fire Extinguisher Repairer	22.54
23311 - Fuel Distribution System Mechanic	39.84
23312 - Fuel Distribution System Operator	32.07
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment Mechanic	28.53
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.59
23391 - Gunsmith I	22.54
23392 - Gunsmith II	25.59
23393 - Gunsmith III	28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.04
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	32.03
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	27.14
23470 - Laborer	14.14
23510 - Locksmith	27.14
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist Maintenance	21.53
23580 - Maintenance Trades Helper	17.40
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	29.72
23710 - Office Appliance Repairer	27.14
23760 - Painter Maintenance	22.59
23790 - Pipefitter Maintenance	29.88
23810 - Plumber Maintenance	27.38
23820 - Pneudraulic Systems Mechanic	28.53
23850 - Rigger	28.53
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker Maintenance	29.46
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	36.36
23932 - Telecommunications Mechanic II	37.66
23950 - Telephone Lineman	43.21
23960 - Welder Combination Maintenance	22.17

23965 - Well Driller	28.53
23970 - Woodcraft Worker	29.26
23980 - Woodworker	22.54
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	15.97
24620 - Family Readiness And Support Services Coordinator	17.52
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.05
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	31.57
27010 - Court Security Officer	31.63
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	31.57
27070 - Firefighter	31.69
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.89
28042 - Carnival Equipment Repairer	18.27
28043 - Carnival Worker	12.63
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	22.38
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.00
29020 - Hatch Tender	26.00
29030 - Line Handler	26.00
29041 - Stevedore I	24.10
29042 - Stevedore II	27.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		27.04
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		29.95
30081 - Engineering Technician I		19.62
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		39.40
30086 - Engineering Technician VI		43.34
30090 - Environmental Technician		25.42
30095 - Evidence Control Specialist		31.22
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		20.15
30362 - Paralegal/Legal Assistant II		23.35
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		35.57
30375 - Petroleum Supply Specialist		39.40
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		39.40
30461 - Technical Writer I		27.81
30462 - Technical Writer II		32.99
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		26.03
30492 - Unexploded Ordnance (UXO) Technician II		31.49
30493 - Unexploded Ordnance (UXO) Technician III		37.75
30494 - Unexploded (UXO) Safety Escort		26.03
30495 - Unexploded (UXO) Sweep Personnel		26.03
30501 - Weather Forecaster I		29.95
30502 - Weather Forecaster II		36.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.49
31020 - Bus Aide		15.42
31030 - Bus Driver		21.46
31043 - Driver Courier		16.45
31260 - Parking and Lot Attendant		13.19
31290 - Shuttle Bus Driver		18.86

31310 - Taxi Driver	16.35
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	14.95
99095 - Embalmer	34.44
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	20.82
99252 - Laboratory Animal Caretaker II	22.52
99260 - Marketing Analyst	26.64
99310 - Mortician	34.44
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	21.17
99711 - Recycling Specialist	25.49
99730 - Refuse Collector	19.06
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	24.34
99842 - Vending Machine Repairer Helper	19.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4176
Revision No.: 14
Date Of Last Revision: 04/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Delaware Sullivan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.70
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		15.53
01052 - Data Entry Operator II		16.94
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		17.59

01090 - Duplicating Machine Operator 17.59
01111 - General Clerk I 14.80
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 14.47
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.67
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.14
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.75
01410 - Supply Technician 30.70
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 12.64
01532 - Travel Clerk II 13.36
01533 - Travel Clerk III 14.10
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.85
05010 - Automotive Electrician 26.09
05040 - Automotive Glass Installer 24.15
05070 - Automotive Worker 24.15
05110 - Mobile Equipment Servicer 20.57
05130 - Motor Equipment Metal Mechanic 26.94
05160 - Motor Equipment Metal Worker 24.15
05190 - Motor Vehicle Mechanic 26.94
05220 - Motor Vehicle Mechanic Helper 19.94
05250 - Motor Vehicle Upholstery Worker 21.07
05280 - Motor Vehicle Wrecker 24.15
05310 - Painter Automotive 25.66
05340 - Radiator Repair Specialist 24.15
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 26.94
07000 - Food Preparation And Service Occupations
07010 - Baker 15.40
07041 - Cook I 14.86
07042 - Cook II 16.87
07070 - Dishwasher 11.69
07130 - Food Service Worker 11.87
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	12.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.85
09040 - Furniture Handler	13.21
09080 - Furniture Refinisher	18.70
09090 - Furniture Refinisher Helper	14.37
09110 - Furniture Repairer Minor	16.30
09130 - Upholsterer	18.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.62
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	14.19
11260 - Pruner	14.29
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	15.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	28.65
12015 - Certified Physical Therapist Assistant	22.39
12020 - Dental Assistant	21.82
12025 - Dental Hygienist	38.84
12030 - EKG Technician	30.62
12035 - Electroneurodiagnostic Technologist	30.62
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	18.65
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.65
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	26.30
12236 - Optical Technician	18.30
12250 - Pharmacy Technician	15.59
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
12320 - Substance Abuse Treatment Counselor		18.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		30.45
13013 - Exhibits Specialist III		34.25
13041 - Illustrator I		25.89
13042 - Illustrator II		30.45
13043 - Illustrator III		34.25
13047 - Librarian		34.02
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		25.15
13058 - Library Technician		21.67
13061 - Media Specialist I		21.21
13062 - Media Specialist II		23.84
13063 - Media Specialist III		26.70
13071 - Photographer I		20.03
13072 - Photographer II		23.82
13073 - Photographer III		29.53
13074 - Photographer IV		33.78
13075 - Photographer V		40.89
13090 - Technical Order Library Clerk		17.99
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		51.69
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		32.92

15070 - Flight Instructor (Pilot) 51.69
15080 - Graphic Artist 27.68
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.98
15086 - Maintenance Test Pilot Rotary Wing 38.98
15088 - Non-Maintenance Test/Co-Pilot 38.98
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 20.72
15120 - Tutor 20.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.24
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 13.48
21150 - Stock Clerk 18.52
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.81
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.81
23023 - Aircraft Mechanic III 30.66
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 27.14
23120 - Bicycle Repairer 17.17
23125 - Cable Splicer 44.28
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 26.22
23290 - Fire Alarm System Mechanic 24.26
23310 - Fire Extinguisher Repairer 22.54
23311 - Fuel Distribution System Mechanic 39.84
23312 - Fuel Distribution System Operator 32.07
23370 - General Maintenance Worker 19.92
23380 - Ground Support Equipment Mechanic 28.53
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.59
23391 - Gunsmith I 22.54
23392 - Gunsmith II 25.59
23393 - Gunsmith III 28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.04
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 32.03
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 27.14
23470 - Laborer 13.54
23510 - Locksmith 27.14
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 15.88
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.24
23593 - Metrology Technician III 34.64
23640 - Millwright 29.72
23710 - Office Appliance Repairer 27.14
23760 - Painter Maintenance 22.59
23790 - Pipefitter Maintenance 29.88
23810 - Plumber Maintenance 27.38
23820 - Pneudraulic Systems Mechanic 28.53
23850 - Rigger 28.53
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 29.46
23910 - Small Engine Mechanic 19.18
23931 - Telecommunications Mechanic I 33.30

23932 - Telecommunications Mechanic II	34.50
23950 - Telephone Lineman	42.42
23960 - Welder Combination Maintenance	22.17
23965 - Well Driller	28.53
23970 - Woodcraft Worker	29.26
23980 - Woodworker	22.54
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	14.72
24620 - Family Readiness And Support Services Coordinator	17.29
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	21.58
25210 - Water Treatment Plant Operator	25.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.19
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.16
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.40
28042 - Carnival Equipment Repairer	17.74
28043 - Carnival Worker	12.28
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	21.90
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.00
29020 - Hatch Tender	26.00
29030 - Line Handler	26.00
29041 - Stevedore I	24.10
29042 - Stevedore II	27.14
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 25.46
30051 - Cryogenic Technician I 28.20
30052 - Cryogenic Technician II 31.15
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 28.20
30081 - Engineering Technician I 19.62
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 39.40
30086 - Engineering Technician VI 43.34
30090 - Environmental Technician 23.11
30095 - Evidence Control Specialist 31.22
30210 - Laboratory Technician 22.92
30221 - Latent Fingerprint Technician I 28.20
30222 - Latent Fingerprint Technician II 31.15
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 20.15
30362 - Paralegal/Legal Assistant II 22.81
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 35.57
30375 - Petroleum Supply Specialist 39.40
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 39.40
30461 - Technical Writer I 27.81
30462 - Technical Writer II 32.99
30463 - Technical Writer III 39.10
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 28.20
30502 - Weather Forecaster II 34.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.42
31030 - Bus Driver 21.46

31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	11.99
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.86
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	19.15
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	14.95
99095 - Embalmer	34.44
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.50
99252 - Laboratory Animal Caretaker II	21.09
99260 - Marketing Analyst	26.64
99310 - Mortician	34.44
99410 - Pest Controller	21.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.49
99711 - Recycling Specialist	23.43
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	15.20
99830 - Survey Party Chief	22.56
99831 - Surveying Aide	14.74
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	24.34
99842 - Vending Machine Repairer Helper	19.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4177
Revision No.: 15
Date Of Last Revision: 04/12/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Cayuga Chenango Cortland Otsego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.52
01012 - Accounting Clerk II		16.31
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		31.02
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		14.81
01043 - Customer Service Representative III		16.64
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher Motor Vehicle		20.77
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59
01111 - General Clerk I		13.76
01112 - General Clerk II		15.02

01113 - General Clerk III 16.87
01120 - Housing Referral Assistant 20.73
01141 - Messenger Courier 15.60
01191 - Order Clerk I 14.92
01192 - Order Clerk II 16.27
01261 - Personnel Assistant (Employment) I 17.08
01262 - Personnel Assistant (Employment) II 19.10
01263 - Personnel Assistant (Employment) III 21.29
01270 - Production Control Clerk 22.72
01290 - Rental Clerk 15.26
01300 - Scheduler Maintenance 16.63
01311 - Secretary I 16.63
01312 - Secretary II 18.60
01313 - Secretary III 20.73
01320 - Service Order Dispatcher 18.57
01410 - Supply Technician 31.02
01420 - Survey Worker 17.41
01460 - Switchboard Operator/Receptionist 15.09
01531 - Travel Clerk I 12.37
01532 - Travel Clerk II 13.31
01533 - Travel Clerk III 14.27
01611 - Word Processor I 14.98
01612 - Word Processor II 16.82
01613 - Word Processor III 18.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.76
05010 - Automotive Electrician 18.74
05040 - Automotive Glass Installer 17.67
05070 - Automotive Worker 17.67
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 19.70
05160 - Motor Equipment Metal Worker 17.67
05190 - Motor Vehicle Mechanic 19.70
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.67
05310 - Painter Automotive 18.74
05340 - Radiator Repair Specialist 17.67
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 19.70
07000 - Food Preparation And Service Occupations
07010 - Baker 13.85
07041 - Cook I 15.35
07042 - Cook II 17.43
07070 - Dishwasher 12.58
07130 - Food Service Worker 12.50
07210 - Meat Cutter 20.42
07260 - Waiter/Waitress 13.66
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.11

09040 - Furniture Handler 14.95
09080 - Furniture Refinisher 20.11
09090 - Furniture Refinisher Helper 17.19
09110 - Furniture Repairer Minor 18.65
09130 - Upholsterer 22.10
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.09
11060 - Elevator Operator 13.09
11090 - Gardener 20.11
11122 - Housekeeping Aide 13.71
11150 - Janitor 13.71
11210 - Laborer Grounds Maintenance 15.44
11240 - Maid or Houseman 14.20
11260 - Pruner 17.78
11270 - Tractor Operator 18.59
11330 - Trail Maintenance Worker 15.44
11360 - Window Cleaner 15.23
12000 - Health Occupations
12010 - Ambulance Driver 18.30
12011 - Breath Alcohol Technician 20.13
12012 - Certified Occupational Therapist Assistant 27.83
12015 - Certified Physical Therapist Assistant 23.21
12020 - Dental Assistant 20.98
12025 - Dental Hygienist 36.38
12030 - EKG Technician 32.87
12035 - Electroneurodiagnostic Technologist 32.87
12040 - Emergency Medical Technician 18.30
12071 - Licensed Practical Nurse I 17.99
12072 - Licensed Practical Nurse II 20.13
12073 - Licensed Practical Nurse III 22.44
12100 - Medical Assistant 15.94
12130 - Medical Laboratory Technician 26.29
12160 - Medical Record Clerk 18.41
12190 - Medical Record Technician 20.59
12195 - Medical Transcriptionist 18.08
12210 - Nuclear Medicine Technologist 44.23
12221 - Nursing Assistant I 12.35
12222 - Nursing Assistant II 13.87
12223 - Nursing Assistant III 15.14
12224 - Nursing Assistant IV 17.01
12235 - Optical Dispenser 24.94
12236 - Optical Technician 17.99
12250 - Pharmacy Technician 16.10
12280 - Phlebotomist 16.86
12305 - Radiologic Technologist 29.65
12311 - Registered Nurse I 22.45
12312 - Registered Nurse II 27.47
12313 - Registered Nurse II Specialist 27.47
12314 - Registered Nurse III 33.23
12315 - Registered Nurse III Anesthetist 33.23

12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		24.93
12320 - Substance Abuse Treatment Counselor		20.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.83
13012 - Exhibits Specialist II		23.33
13013 - Exhibits Specialist III		28.54
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		25.84
13050 - Library Aide/Clerk		13.13
13054 - Library Information Technology Systems Administrator		23.33
13058 - Library Technician		13.03
13061 - Media Specialist I		16.84
13062 - Media Specialist II		18.83
13063 - Media Specialist III		20.99
13071 - Photographer I		16.84
13072 - Photographer II		18.83
13073 - Photographer III		23.33
13074 - Photographer IV		28.54
13075 - Photographer V		34.54
13090 - Technical Order Library Clerk		17.99
13110 - Video Teleconference Technician		20.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.17
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		24.08
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	25.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		24.08
14170 - System Support Specialist		28.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.73
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		42.82
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.82

15086 - Maintenance Test Pilot Rotary Wing 42.82
15088 - Non-Maintenance Test/Co-Pilot 42.82
15090 - Technical Instructor 20.77
15095 - Technical Instructor/Course Developer 25.41
15110 - Test Proctor 16.77
15120 - Tutor 16.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.05
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 14.14
21071 - Order Filler 13.87
21080 - Production Line Worker (Food Processing) 19.05
21110 - Shipping Packer 18.12
21130 - Shipping/Receiving Clerk 18.12
21140 - Store Worker I 13.88
21150 - Stock Clerk 19.07
21210 - Tools And Parts Attendant 19.05
21410 - Warehouse Specialist 19.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.55
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.55
23023 - Aircraft Mechanic III 30.65
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 27.09

23120 - Bicycle Repairer 22.54
23125 - Cable Splicer 44.28
23130 - Carpenter Maintenance 23.51
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 26.83
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 24.10
23290 - Fire Alarm System Mechanic 24.26
23310 - Fire Extinguisher Repairer 22.54
23311 - Fuel Distribution System Mechanic 37.42
23312 - Fuel Distribution System Operator 30.93
23370 - General Maintenance Worker 19.38
23380 - Ground Support Equipment Mechanic 28.53
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.59
23391 - Gunsmith I 22.54
23392 - Gunsmith II 25.59
23393 - Gunsmith III 28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.22
23430 - Heavy Equipment Mechanic 22.62
23440 - Heavy Equipment Operator 25.62
23460 - Instrument Mechanic 28.53
23465 - Laboratory/Shelter Mechanic 27.14
23470 - Laborer 14.14
23510 - Locksmith 27.14
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 17.40
23591 - Metrology Technician I 28.53
23592 - Metrology Technician II 29.55
23593 - Metrology Technician III 30.65
23640 - Millwright 28.53
23710 - Office Appliance Repairer 26.74
23760 - Painter Maintenance 19.07
23790 - Pipefitter Maintenance 27.95
23810 - Plumber Maintenance 25.42
23820 - Pneudraulic Systems Mechanic 28.53
23850 - Rigger 28.53
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 28.53
23910 - Small Engine Mechanic 19.26
23931 - Telecommunications Mechanic I 34.56
23932 - Telecommunications Mechanic II 35.76
23950 - Telephone Lineman 37.91
23960 - Welder Combination Maintenance 18.96

23965 - Well Driller	28.53
23970 - Woodcraft Worker	28.53
23980 - Woodworker	22.54
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	12.61
24580 - Child Care Center Clerk	15.72
24610 - Chore Aide	15.71
24620 - Family Readiness And Support Services Coordinator	17.52
24630 - Homemaker	17.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.19
25040 - Sewage Plant Operator	24.01
25070 - Stationary Engineer	28.19
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.05
27007 - Baggage Inspector	16.88
27008 - Corrections Officer	31.57
27010 - Court Security Officer	31.63
27030 - Detection Dog Handler	18.89
27040 - Detention Officer	31.57
27070 - Firefighter	31.69
27101 - Guard I	16.88
27102 - Guard II	18.89
27131 - Police Officer I	28.78
27132 - Police Officer II	31.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.89
28042 - Carnival Equipment Repairer	18.27
28043 - Carnival Worker	12.63
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	13.18
28515 - Recreation Specialist	22.38
28630 - Sports Official	14.38
28690 - Swimming Pool Operator	20.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.59
29020 - Hatch Tender	25.59
29030 - Line Handler	25.59
29041 - Stevedore I	24.10
29042 - Stevedore II	27.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.96
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.25
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.10

30021 - Archeological Technician I 19.52
30022 - Archeological Technician II 21.83
30023 - Archeological Technician III 25.67
30030 - Cartographic Technician 27.04
30040 - Civil Engineering Technician 26.09
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 15.76
30082 - Engineering Technician II 17.71
30083 - Engineering Technician III 19.94
30084 - Engineering Technician IV 24.53
30085 - Engineering Technician V 30.01
30086 - Engineering Technician VI 36.31
30090 - Environmental Technician 26.18
30095 - Evidence Control Specialist 26.86
30210 - Laboratory Technician 22.88
30221 - Latent Fingerprint Technician I 29.95
30222 - Latent Fingerprint Technician II 33.08
30240 - Mathematical Technician 27.04
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 23.90
30363 - Paralegal/Legal Assistant III 29.22
30364 - Paralegal/Legal Assistant IV 35.36
30375 - Petroleum Supply Specialist 32.87
30390 - Photo-Optics Technician 25.84
30395 - Radiation Control Technician 32.87
30461 - Technical Writer I 23.24
30462 - Technical Writer II 28.44
30463 - Technical Writer III 34.40
30491 - Unexploded Ordnance (UXO) Technician I 26.03
30492 - Unexploded Ordnance (UXO) Technician II 31.49
30493 - Unexploded Ordnance (UXO) Technician III 37.75
30494 - Unexploded (UXO) Safety Escort 26.03
30495 - Unexploded (UXO) Sweep Personnel 26.03
30501 - Weather Forecaster I 29.95
30502 - Weather Forecaster II 36.44
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.33
30621 - Weather Observer Senior (see 2) 27.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.49
31020 - Bus Aide 13.85
31030 - Bus Driver 17.79
31043 - Driver Courier 15.49
31260 - Parking and Lot Attendant 13.19
31290 - Shuttle Bus Driver 16.75

31310 - Taxi Driver	14.41
31361 - Truckdriver Light	16.75
31362 - Truckdriver Medium	18.35
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.35
99030 - Cashier	12.31
99050 - Desk Clerk	12.91
99095 - Embalmer	27.29
99130 - Flight Follower	26.03
99251 - Laboratory Animal Caretaker I	18.89
99252 - Laboratory Animal Caretaker II	20.33
99260 - Marketing Analyst	26.64
99310 - Mortician	27.29
99410 - Pest Controller	21.17
99510 - Photofinishing Worker	13.68
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	25.08
99730 - Refuse Collector	18.94
99810 - Sales Clerk	13.70
99820 - School Crossing Guard	13.18
99830 - Survey Party Chief	21.67
99831 - Surveying Aide	13.62
99832 - Surveying Technician	18.64
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer Helper	19.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4178
Revision No.: 14
Date Of Last Revision: 04/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Cayuga Chenango Cortland Otsego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.00
01013 - Accounting Clerk III		17.90
01020 - Administrative Assistant		30.70
01035 - Court Reporter		18.96
01041 - Customer Service Representative I		12.82
01042 - Customer Service Representative II		14.42
01043 - Customer Service Representative III		15.73
01051 - Data Entry Operator I		14.89
01052 - Data Entry Operator II		16.26
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		17.59

01090 - Duplicating Machine Operator 17.59
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 14.18
01191 - Order Clerk I 14.92
01192 - Order Clerk II 16.27
01261 - Personnel Assistant (Employment) I 15.86
01262 - Personnel Assistant (Employment) II 17.75
01263 - Personnel Assistant (Employment) III 19.79
01270 - Production Control Clerk 22.72
01290 - Rental Clerk 14.78
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 17.55
01410 - Supply Technician 30.70
01420 - Survey Worker 16.06
01460 - Switchboard Operator/Receptionist 14.33
01531 - Travel Clerk I 11.95
01532 - Travel Clerk II 12.89
01533 - Travel Clerk III 13.84
01611 - Word Processor I 14.40
01612 - Word Processor II 16.16
01613 - Word Processor III 18.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.76
05010 - Automotive Electrician 18.25
05040 - Automotive Glass Installer 17.63
05070 - Automotive Worker 17.63
05110 - Mobile Equipment Servicer 16.32
05130 - Motor Equipment Metal Mechanic 19.19
05160 - Motor Equipment Metal Worker 17.63
05190 - Motor Vehicle Mechanic 19.19
05220 - Motor Vehicle Mechanic Helper 15.63
05250 - Motor Vehicle Upholstery Worker 16.95
05280 - Motor Vehicle Wrecker 17.63
05310 - Painter Automotive 18.25
05340 - Radiator Repair Specialist 17.63
05370 - Tire Repairer 14.34
05400 - Transmission Repair Specialist 19.19
07000 - Food Preparation And Service Occupations
07010 - Baker 12.59
07041 - Cook I 14.86
07042 - Cook II 16.87
07070 - Dishwasher 11.69
07130 - Food Service Worker 11.87
07210 - Meat Cutter 18.56

07260 - Waiter/Waitress	12.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.11
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	20.11
09090 - Furniture Refinisher Helper	17.19
09110 - Furniture Repairer Minor	18.65
09130 - Upholsterer	22.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.89
11060 - Elevator Operator	12.89
11090 - Gardener	19.62
11122 - Housekeeping Aide	13.07
11150 - Janitor	13.07
11210 - Laborer Grounds Maintenance	15.08
11240 - Maid or Houseman	12.91
11260 - Pruner	17.78
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	15.08
11360 - Window Cleaner	14.50
12000 - Health Occupations	
12010 - Ambulance Driver	18.30
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	27.29
12015 - Certified Physical Therapist Assistant	22.39
12020 - Dental Assistant	20.98
12025 - Dental Hygienist	36.38
12030 - EKG Technician	30.62
12035 - Electroneurodiagnostic Technologist	30.62
12040 - Emergency Medical Technician	18.30
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.30
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	15.71
12130 - Medical Laboratory Technician	24.93
12160 - Medical Record Clerk	16.74
12190 - Medical Record Technician	18.73
12195 - Medical Transcriptionist	17.78
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.67
12235 - Optical Dispenser	24.94
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	15.15
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	29.65
12311 - Registered Nurse I	22.45
12312 - Registered Nurse II	27.47

12313 - Registered Nurse II Specialist		27.47
12314 - Registered Nurse III		33.23
12315 - Registered Nurse III Anesthetist		33.23
12316 - Registered Nurse IV		39.83
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		18.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.52
13012 - Exhibits Specialist II		22.93
13013 - Exhibits Specialist III		28.05
13041 - Illustrator I		20.11
13042 - Illustrator II		24.91
13043 - Illustrator III		30.47
13047 - Librarian		25.40
13050 - Library Aide/Clerk		12.35
13054 - Library Information Technology Systems Administrator		22.93
13058 - Library Technician		13.03
13061 - Media Specialist I		16.55
13062 - Media Specialist II		18.52
13063 - Media Specialist III		20.63
13071 - Photographer I		16.55
13072 - Photographer II		18.52
13073 - Photographer III		22.93
13074 - Photographer IV		28.05
13075 - Photographer V		33.93
13090 - Technical Order Library Clerk		17.99
13110 - Video Teleconference Technician		20.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		27.62
14071 - Computer Programmer I	(see 1)	20.57
14072 - Computer Programmer II	(see 1)	25.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		24.05
14170 - System Support Specialist		28.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		31.69

15070 - Flight Instructor (Pilot) 40.44
15080 - Graphic Artist 22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.98
15086 - Maintenance Test Pilot Rotary Wing 38.98
15088 - Non-Maintenance Test/Co-Pilot 38.98
15090 - Technical Instructor 20.30
15095 - Technical Instructor/Course Developer 24.84
15110 - Test Proctor 16.39
15120 - Tutor 16.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.44
19040 - Tool And Die Maker 27.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.59
21030 - Material Coordinator 22.72
21040 - Material Expediter 22.72
21050 - Material Handling Laborer 13.66
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 17.59
21110 - Shipping Packer 17.72
21130 - Shipping/Receiving Clerk 17.72
21140 - Store Worker I 13.74
21150 - Stock Clerk 18.52
21210 - Tools And Parts Attendant 17.59
21410 - Warehouse Specialist 17.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.55
23019 - Aircraft Logs and Records Technician 24.10
23021 - Aircraft Mechanic I 28.53
23022 - Aircraft Mechanic II 29.55
23023 - Aircraft Mechanic III 30.65
23040 - Aircraft Mechanic Helper 20.83
23050 - Aircraft Painter 27.14
23060 - Aircraft Servicer 24.10
23070 - Aircraft Survival Flight Equipment Technician 27.14
23080 - Aircraft Worker 25.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.59

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.53
23110 - Appliance Mechanic 27.09
23120 - Bicycle Repairer 22.54
23125 - Cable Splicer 44.28
23130 - Carpenter Maintenance 23.51
23140 - Carpet Layer 25.59
23160 - Electrician Maintenance 26.83
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.14
23183 - Electronics Technician Maintenance III 28.53
23260 - Fabric Worker 24.10
23290 - Fire Alarm System Mechanic 24.26
23310 - Fire Extinguisher Repairer 22.54
23311 - Fuel Distribution System Mechanic 37.42
23312 - Fuel Distribution System Operator 30.93
23370 - General Maintenance Worker 18.15
23380 - Ground Support Equipment Mechanic 28.53
23381 - Ground Support Equipment Servicer 24.10
23382 - Ground Support Equipment Worker 25.59
23391 - Gunsmith I 22.54
23392 - Gunsmith II 25.59
23393 - Gunsmith III 28.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.20
23430 - Heavy Equipment Mechanic 21.43
23440 - Heavy Equipment Operator 25.62
23460 - Instrument Mechanic 28.53
23465 - Laboratory/Shelter Mechanic 27.14
23470 - Laborer 13.54
23510 - Locksmith 27.14
23530 - Machinery Maintenance Mechanic 26.53
23550 - Machinist Maintenance 21.53
23580 - Maintenance Trades Helper 15.88
23591 - Metrology Technician I 28.53
23592 - Metrology Technician II 29.55
23593 - Metrology Technician III 30.65
23640 - Millwright 28.53
23710 - Office Appliance Repairer 26.74
23760 - Painter Maintenance 18.10
23790 - Pipefitter Maintenance 27.88
23810 - Plumber Maintenance 23.11
23820 - Pneudraulic Systems Mechanic 28.53
23850 - Rigger 28.53
23870 - Scale Mechanic 25.59
23890 - Sheet-Metal Worker Maintenance 28.53
23910 - Small Engine Mechanic 19.26
23931 - Telecommunications Mechanic I 31.42

23932 - Telecommunications Mechanic II 32.51
23950 - Telephone Lineman 34.46
23960 - Welder Combination Maintenance 18.96
23965 - Well Driller 28.53
23970 - Woodcraft Worker 28.53
23980 - Woodworker 22.54
24000 - Personal Needs Occupations
24550 - Case Manager 17.29
24570 - Child Care Attendant 12.10
24580 - Child Care Center Clerk 15.09
24610 - Chore Aide 14.28
24620 - Family Readiness And Support Services Coordinator 17.29
24630 - Homemaker 17.29
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.02
25040 - Sewage Plant Operator 24.01
25070 - Stationary Engineer 27.02
25190 - Ventilation Equipment Tender 19.73
25210 - Water Treatment Plant Operator 24.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.19
27007 - Baggage Inspector 16.88
27008 - Corrections Officer 29.74
27010 - Court Security Officer 28.93
27030 - Detection Dog Handler 18.89
27040 - Detention Officer 29.74
27070 - Firefighter 30.52
27101 - Guard I 16.88
27102 - Guard II 18.89
27131 - Police Officer I 27.40
27132 - Police Officer II 30.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.40
28042 - Carnival Equipment Repairer 17.74
28043 - Carnival Worker 12.28
28210 - Gate Attendant/Gate Tender 15.80
28310 - Lifeguard 12.05
28350 - Park Attendant (Aide) 17.68
28510 - Recreation Aide/Health Facility Attendant 12.90
28515 - Recreation Specialist 21.90
28630 - Sports Official 14.07
28690 - Swimming Pool Operator 20.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.59
29020 - Hatch Tender 25.59
29030 - Line Handler 25.59
29041 - Stevedore I 24.10
29042 - Stevedore II 27.14
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.07
30022 - Archeological Technician II 20.56
30023 - Archeological Technician III 23.34
30030 - Cartographic Technician 25.46
30040 - Civil Engineering Technician 23.72
30051 - Cryogenic Technician I 27.75
30052 - Cryogenic Technician II 30.67
30061 - Drafter/CAD Operator I 18.07
30062 - Drafter/CAD Operator II 20.56
30063 - Drafter/CAD Operator III 22.92
30064 - Drafter/CAD Operator IV 27.75
30081 - Engineering Technician I 15.70
30082 - Engineering Technician II 17.62
30083 - Engineering Technician III 19.94
30084 - Engineering Technician IV 24.42
30085 - Engineering Technician V 29.88
30086 - Engineering Technician VI 36.15
30090 - Environmental Technician 23.80
30095 - Evidence Control Specialist 24.42
30210 - Laboratory Technician 20.80
30221 - Latent Fingerprint Technician I 27.75
30222 - Latent Fingerprint Technician II 30.67
30240 - Mathematical Technician 25.46
30361 - Paralegal/Legal Assistant I 19.29
30362 - Paralegal/Legal Assistant II 23.90
30363 - Paralegal/Legal Assistant III 29.22
30364 - Paralegal/Legal Assistant IV 35.36
30375 - Petroleum Supply Specialist 29.88
30390 - Photo-Optics Technician 23.49
30395 - Radiation Control Technician 29.88
30461 - Technical Writer I 23.24
30462 - Technical Writer II 28.44
30463 - Technical Writer III 34.40
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.75
30502 - Weather Forecaster II 33.76
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.92
30621 - Weather Observer Senior (see 2) 25.05
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.85
31030 - Bus Driver 17.79

31043 - Driver Courier	14.08
31260 - Parking and Lot Attendant	11.99
31290 - Shuttle Bus Driver	15.23
31310 - Taxi Driver	13.10
31361 - Truckdriver Light	15.23
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.81
99050 - Desk Clerk	12.91
99095 - Embalmer	27.29
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.17
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	26.64
99310 - Mortician	27.29
99410 - Pest Controller	21.17
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.05
99711 - Recycling Specialist	22.80
99730 - Refuse Collector	17.22
99810 - Sales Clerk	12.59
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	19.81
99841 - Vending Machine Repairer	23.66
99842 - Vending Machine Repairer Helper	19.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4179
Revision No.: 15
Date Of Last Revision: 04/12/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Allegany Cattaraugus Chautauqua Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		30.42
01035 - Court Reporter		20.77
01041 - Customer Service Representative I		13.40
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		16.42
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.46
01090 - Duplicating Machine Operator		15.46
01111 - General Clerk I		13.39
01112 - General Clerk II		14.61

01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 23.17
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.92
01192 - Order Clerk II 17.37
01261 - Personnel Assistant (Employment) I 17.77
01262 - Personnel Assistant (Employment) II 19.87
01263 - Personnel Assistant (Employment) III 22.15
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 15.23
01300 - Scheduler Maintenance 18.57
01311 - Secretary I 18.57
01312 - Secretary II 20.77
01313 - Secretary III 23.17
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 30.42
01420 - Survey Worker 17.04
01460 - Switchboard Operator/Receptionist 14.04
01531 - Travel Clerk I 12.30
01532 - Travel Clerk II 12.99
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.97
01612 - Word Processor II 16.68
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.57
05010 - Automotive Electrician 21.67
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 19.45
05130 - Motor Equipment Metal Mechanic 22.34
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 22.34
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.11
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 18.78
05400 - Transmission Repair Specialist 22.34
07000 - Food Preparation And Service Occupations
07010 - Baker 14.14
07041 - Cook I 15.69
07042 - Cook II 17.48
07070 - Dishwasher 12.16
07130 - Food Service Worker 12.66
07210 - Meat Cutter 17.19
07260 - Waiter/Waitress 13.57
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.34

09040 - Furniture Handler 17.51
09080 - Furniture Refinisher 22.34
09090 - Furniture Refinisher Helper 19.23
09110 - Furniture Repairer Minor 20.73
09130 - Upholsterer 22.34
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.52
11060 - Elevator Operator 13.42
11090 - Gardener 16.78
11122 - Housekeeping Aide 13.42
11150 - Janitor 13.42
11210 - Laborer Grounds Maintenance 14.30
11240 - Maid or Houseman 12.27
11260 - Pruner 13.27
11270 - Tractor Operator 16.13
11330 - Trail Maintenance Worker 14.30
11360 - Window Cleaner 14.49
12000 - Health Occupations
12010 - Ambulance Driver 20.37
12011 - Breath Alcohol Technician 20.37
12012 - Certified Occupational Therapist Assistant 24.51
12015 - Certified Physical Therapist Assistant 24.17
12020 - Dental Assistant 18.41
12025 - Dental Hygienist 33.56
12030 - EKG Technician 27.79
12035 - Electroneurodiagnostic Technologist 27.79
12040 - Emergency Medical Technician 20.37
12071 - Licensed Practical Nurse I 17.26
12072 - Licensed Practical Nurse II 19.31
12073 - Licensed Practical Nurse III 21.53
12100 - Medical Assistant 14.69
12130 - Medical Laboratory Technician 28.01
12160 - Medical Record Clerk 18.71
12190 - Medical Record Technician 20.92
12195 - Medical Transcriptionist 17.70
12210 - Nuclear Medicine Technologist 42.44
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 27.45
12236 - Optical Technician 17.26
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 24.46
12311 - Registered Nurse I 25.73
12312 - Registered Nurse II 31.48
12313 - Registered Nurse II Specialist 31.48
12314 - Registered Nurse III 38.10
12315 - Registered Nurse III Anesthetist 38.10

12316 - Registered Nurse IV		45.65
12317 - Scheduler (Drug and Alcohol Testing)		25.23
12320 - Substance Abuse Treatment Counselor		23.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.40
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.64
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		23.38
13058 - Library Technician		15.75
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.66
13071 - Photographer I		15.50
13072 - Photographer II		18.60
13073 - Photographer III		23.03
13074 - Photographer IV		28.17
13075 - Photographer V		34.08
13090 - Technical Order Library Clerk		18.60
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.94
14042 - Computer Operator II		18.95
14043 - Computer Operator III		22.22
14044 - Computer Operator IV		25.20
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	20.28
14072 - Computer Programmer II	(see 1)	25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.94
14160 - Personal Computer Support Technician		25.20
14170 - System Support Specialist		28.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		34.14
15070 - Flight Instructor (Pilot)		41.52
15080 - Graphic Artist		19.69
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.40

15086 - Maintenance Test Pilot Rotary Wing 40.40
15088 - Non-Maintenance Test/Co-Pilot 40.40
15090 - Technical Instructor 21.43
15095 - Technical Instructor/Course Developer 26.22
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.93
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 17.74
21071 - Order Filler 16.71
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 18.44
21130 - Shipping/Receiving Clerk 18.44
21140 - Store Worker I 16.61
21150 - Stock Clerk 20.93
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.82
23019 - Aircraft Logs and Records Technician 23.29
23021 - Aircraft Mechanic I 25.80
23022 - Aircraft Mechanic II 26.82
23023 - Aircraft Mechanic III 27.74
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 25.00
23060 - Aircraft Servicer 23.29
23070 - Aircraft Survival Flight Equipment Technician 25.00
23080 - Aircraft Worker 24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.80
23110 - Appliance Mechanic 24.83

23120 - Bicycle Repairer	21.37
23125 - Cable Splicer	44.41
23130 - Carpenter Maintenance	22.64
23140 - Carpet Layer	23.80
23160 - Electrician Maintenance	28.43
23181 - Electronics Technician Maintenance I	26.52
23182 - Electronics Technician Maintenance II	27.65
23183 - Electronics Technician Maintenance III	28.74
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	34.74
23312 - Fuel Distribution System Operator	28.77
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.80
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	24.39
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	15.15
23510 - Locksmith	24.83
23530 - Machinery Maintenance Mechanic	24.72
23550 - Machinist Maintenance	23.04
23580 - Maintenance Trades Helper	20.36
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	27.74
23640 - Millwright	32.96
23710 - Office Appliance Repairer	22.59
23760 - Painter Maintenance	23.79
23790 - Pipefitter Maintenance	28.31
23810 - Plumber Maintenance	26.69
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	23.80
23890 - Sheet-Metal Worker Maintenance	25.74
23910 - Small Engine Mechanic	23.80
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.09
23950 - Telephone Lineman	30.74
23960 - Welder Combination Maintenance	21.28

23965 - Well Driller		26.30
23970 - Woodcraft Worker		25.80
23980 - Woodworker		21.37
24000 - Personal Needs Occupations		
24550 - Case Manager		16.60
24570 - Child Care Attendant		12.25
24580 - Child Care Center Clerk		15.27
24610 - Chore Aide		13.20
24620 - Family Readiness And Support Services Coordinator		16.60
24630 - Homemaker		16.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.98
25040 - Sewage Plant Operator		26.09
25070 - Stationary Engineer		27.98
25190 - Ventilation Equipment Tender		21.96
25210 - Water Treatment Plant Operator		26.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.27
27007 - Baggage Inspector		15.69
27008 - Corrections Officer		30.93
27010 - Court Security Officer		29.21
27030 - Detection Dog Handler		17.56
27040 - Detention Officer		30.93
27070 - Firefighter		27.81
27101 - Guard I		15.69
27102 - Guard II		17.56
27131 - Police Officer I		26.94
27132 - Police Officer II		29.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.36
28042 - Carnival Equipment Repairer		16.21
28043 - Carnival Worker		12.42
28210 - Gate Attendant/Gate Tender		16.03
28310 - Lifeguard		12.17
28350 - Park Attendant (Aide)		17.93
28510 - Recreation Aide/Health Facility Attendant		13.08
28515 - Recreation Specialist		22.21
28630 - Sports Official		14.27
28690 - Swimming Pool Operator		18.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.80
29020 - Hatch Tender		23.80
29030 - Line Handler		23.80
29041 - Stevedore I		22.67
29042 - Stevedore II		24.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.76
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.80
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.71

30021 - Archeological Technician I 20.52
30022 - Archeological Technician II 22.95
30023 - Archeological Technician III 25.84
30030 - Cartographic Technician 25.84
30040 - Civil Engineering Technician 25.55
30051 - Cryogenic Technician I 28.63
30052 - Cryogenic Technician II 31.63
30061 - Drafter/CAD Operator I 20.52
30062 - Drafter/CAD Operator II 22.95
30063 - Drafter/CAD Operator III 23.26
30064 - Drafter/CAD Operator IV 28.63
30081 - Engineering Technician I 19.15
30082 - Engineering Technician II 21.49
30083 - Engineering Technician III 24.04
30084 - Engineering Technician IV 29.79
30085 - Engineering Technician V 36.44
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 23.79
30095 - Evidence Control Specialist 24.62
30210 - Laboratory Technician 22.15
30221 - Latent Fingerprint Technician I 28.63
30222 - Latent Fingerprint Technician II 31.63
30240 - Mathematical Technician 25.84
30361 - Paralegal/Legal Assistant I 18.59
30362 - Paralegal/Legal Assistant II 23.03
30363 - Paralegal/Legal Assistant III 28.17
30364 - Paralegal/Legal Assistant IV 34.08
30375 - Petroleum Supply Specialist 30.12
30390 - Photo-Optics Technician 25.84
30395 - Radiation Control Technician 30.12
30461 - Technical Writer I 24.24
30462 - Technical Writer II 29.66
30463 - Technical Writer III 36.39
30491 - Unexploded Ordnance (UXO) Technician I 26.54
30492 - Unexploded Ordnance (UXO) Technician II 32.11
30493 - Unexploded Ordnance (UXO) Technician III 38.49
30494 - Unexploded (UXO) Safety Escort 26.54
30495 - Unexploded (UXO) Sweep Personnel 26.54
30501 - Weather Forecaster I 28.63
30502 - Weather Forecaster II 34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.26
30621 - Weather Observer Senior (see 2) 25.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.11
31020 - Bus Aide 15.94
31030 - Bus Driver 20.44
31043 - Driver Courier 16.62
31260 - Parking and Lot Attendant 12.30
31290 - Shuttle Bus Driver 17.39

31310 - Taxi Driver	14.71
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.28
99050 - Desk Clerk	12.32
99095 - Embalmer	33.78
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker I	15.92
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	29.91
99310 - Mortician	33.78
99410 - Pest Controller	23.70
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.77
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	21.53
99831 - Surveying Aide	11.12
99832 - Surveying Technician	17.48
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.98
99842 - Vending Machine Repairer Helper	16.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4180
Revision No.: 14
Date Of Last Revision: 04/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Allegany Cattaraugus Chautauqua Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		28.25
01035 - Court Reporter		20.77
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.01
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.31

01090 - Duplicating Machine Operator 15.31
01111 - General Clerk I 13.39
01112 - General Clerk II 14.61
01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 23.17
01141 - Messenger Courier 13.04
01191 - Order Clerk I 15.92
01192 - Order Clerk II 17.37
01261 - Personnel Assistant (Employment) I 16.89
01262 - Personnel Assistant (Employment) II 18.89
01263 - Personnel Assistant (Employment) III 21.06
01270 - Production Control Clerk 22.85
01290 - Rental Clerk 15.23
01300 - Scheduler Maintenance 18.57
01311 - Secretary I 18.57
01312 - Secretary II 20.77
01313 - Secretary III 23.17
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 28.25
01420 - Survey Worker 15.84
01460 - Switchboard Operator/Receptionist 13.54
01531 - Travel Clerk I 11.81
01532 - Travel Clerk II 12.46
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.97
01612 - Word Processor II 16.17
01613 - Word Processor III 18.10
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.34
05010 - Automotive Electrician 21.67
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 19.45
05130 - Motor Equipment Metal Mechanic 22.34
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 22.34
05220 - Motor Vehicle Mechanic Helper 18.03
05250 - Motor Vehicle Upholstery Worker 20.11
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter Automotive 21.67
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 18.78
05400 - Transmission Repair Specialist 22.34
07000 - Food Preparation And Service Occupations
07010 - Baker 13.70
07041 - Cook I 15.68
07042 - Cook II 17.45
07070 - Dishwasher 11.71
07130 - Food Service Worker 12.12
07210 - Meat Cutter 17.19

07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.39
11060 - Elevator Operator	12.70
11090 - Gardener	16.78
11122 - Housekeeping Aide	12.70
11150 - Janitor	12.70
11210 - Laborer Grounds Maintenance	14.30
11240 - Maid or Houseman	11.74
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	19.31
12012 - Certified Occupational Therapist Assistant	24.51
12015 - Certified Physical Therapist Assistant	22.92
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	33.56
12030 - EKG Technician	27.18
12035 - Electroneurodiagnostic Technologist	27.18
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	17.26
12072 - Licensed Practical Nurse II	19.31
12073 - Licensed Practical Nurse III	21.53
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	25.91
12160 - Medical Record Clerk	17.65
12190 - Medical Record Technician	19.75
12195 - Medical Transcriptionist	16.80
12210 - Nuclear Medicine Technologist	42.44
12221 - Nursing Assistant I	11.53
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	27.45
12236 - Optical Technician	17.26
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.54
12305 - Radiologic Technologist	23.61
12311 - Registered Nurse I	24.79
12312 - Registered Nurse II	30.33

12313 - Registered Nurse II Specialist		30.33
12314 - Registered Nurse III		36.69
12315 - Registered Nurse III Anesthetist		36.69
12316 - Registered Nurse IV		43.98
12317 - Scheduler (Drug and Alcohol Testing)		23.92
12320 - Substance Abuse Treatment Counselor		22.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.40
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.64
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		23.38
13058 - Library Technician		15.75
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.66
13071 - Photographer I		15.50
13072 - Photographer II		18.60
13073 - Photographer III		23.03
13074 - Photographer IV		28.17
13075 - Photographer V		34.08
13090 - Technical Order Library Clerk		18.60
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.40
14042 - Computer Operator II		17.23
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I	(see 1)	20.28
14072 - Computer Programmer II	(see 1)	25.12
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.40
14160 - Personal Computer Support Technician		23.94
14170 - System Support Specialist		28.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		34.14

15070 - Flight Instructor (Pilot) 41.52
15080 - Graphic Artist 19.69
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.40
15086 - Maintenance Test Pilot Rotary Wing 40.40
15088 - Non-Maintenance Test/Co-Pilot 40.40
15090 - Technical Instructor 21.43
15095 - Technical Instructor/Course Developer 26.22
15110 - Test Proctor 17.30
15120 - Tutor 17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.93
19040 - Tool And Die Maker 27.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.76
21030 - Material Coordinator 22.85
21040 - Material Expediter 22.85
21050 - Material Handling Laborer 17.74
21071 - Order Filler 16.71
21080 - Production Line Worker (Food Processing) 19.76
21110 - Shipping Packer 18.06
21130 - Shipping/Receiving Clerk 18.06
21140 - Store Worker I 16.36
21150 - Stock Clerk 20.61
21210 - Tools And Parts Attendant 19.76
21410 - Warehouse Specialist 19.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.70
23019 - Aircraft Logs and Records Technician 23.29
23021 - Aircraft Mechanic I 25.80
23022 - Aircraft Mechanic II 26.70
23023 - Aircraft Mechanic III 27.47
23040 - Aircraft Mechanic Helper 21.36
23050 - Aircraft Painter 25.00
23060 - Aircraft Servicer 23.29
23070 - Aircraft Survival Flight Equipment Technician 25.00
23080 - Aircraft Worker 24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.80
23110 - Appliance Mechanic 23.34
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 40.37
23130 - Carpenter Maintenance 22.64
23140 - Carpet Layer 22.30
23160 - Electrician Maintenance 26.28
23181 - Electronics Technician Maintenance I 26.22
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 28.39
23260 - Fabric Worker 21.26
23290 - Fire Alarm System Mechanic 24.43
23310 - Fire Extinguisher Repairer 20.03
23311 - Fuel Distribution System Mechanic 32.91
23312 - Fuel Distribution System Operator 27.29
23370 - General Maintenance Worker 20.01
23380 - Ground Support Equipment Mechanic 25.80
23381 - Ground Support Equipment Servicer 23.29
23382 - Ground Support Equipment Worker 24.13
23391 - Gunsmith I 20.03
23392 - Gunsmith II 22.30
23393 - Gunsmith III 24.55
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.28
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.06
23430 - Heavy Equipment Mechanic 22.57
23440 - Heavy Equipment Operator 23.80
23460 - Instrument Mechanic 24.55
23465 - Laboratory/Shelter Mechanic 23.34
23470 - Laborer 14.66
23510 - Locksmith 23.25
23530 - Machinery Maintenance Mechanic 24.20
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 18.51
23591 - Metrology Technician I 24.55
23592 - Metrology Technician II 25.75
23593 - Metrology Technician III 26.95
23640 - Millwright 32.96
23710 - Office Appliance Repairer 20.64
23760 - Painter Maintenance 23.79
23790 - Pipefitter Maintenance 25.74
23810 - Plumber Maintenance 24.26
23820 - Pneudraulic Systems Mechanic 24.55
23850 - Rigger 24.55
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker Maintenance 25.74
23910 - Small Engine Mechanic 22.30
23931 - Telecommunications Mechanic I 30.86

23932 - Telecommunications Mechanic II 32.09
23950 - Telephone Lineman 30.74
23960 - Welder Combination Maintenance 21.28
23965 - Well Driller 26.30
23970 - Woodcraft Worker 24.55
23980 - Woodworker 20.03
24000 - Personal Needs Occupations
24550 - Case Manager 15.77
24570 - Child Care Attendant 11.93
24580 - Child Care Center Clerk 14.88
24610 - Chore Aide 12.00
24620 - Family Readiness And Support Services Coordinator 15.77
24630 - Homemaker 15.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.61
25040 - Sewage Plant Operator 26.09
25070 - Stationary Engineer 26.61
25190 - Ventilation Equipment Tender 20.92
25210 - Water Treatment Plant Operator 26.09
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.27
27007 - Baggage Inspector 15.69
27008 - Corrections Officer 29.05
27010 - Court Security Officer 28.39
27030 - Detection Dog Handler 17.56
27040 - Detention Officer 29.05
27070 - Firefighter 27.81
27101 - Guard I 15.69
27102 - Guard II 17.56
27131 - Police Officer I 26.94
27132 - Police Officer II 29.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.05
28042 - Carnival Equipment Repairer 14.83
28043 - Carnival Worker 11.46
28210 - Gate Attendant/Gate Tender 15.00
28310 - Lifeguard 11.80
28350 - Park Attendant (Aide) 16.78
28510 - Recreation Aide/Health Facility Attendant 12.25
28515 - Recreation Specialist 20.78
28630 - Sports Official 13.36
28690 - Swimming Pool Operator 17.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.30
29020 - Hatch Tender 22.30
29030 - Line Handler 22.30
29041 - Stevedore I 21.39
29042 - Stevedore II 23.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.51
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.40
30021 - Archeological Technician I 20.52
30022 - Archeological Technician II 22.95
30023 - Archeological Technician III 25.84
30030 - Cartographic Technician 25.84
30040 - Civil Engineering Technician 25.55
30051 - Cryogenic Technician I 28.63
30052 - Cryogenic Technician II 31.63
30061 - Drafter/CAD Operator I 20.52
30062 - Drafter/CAD Operator II 22.95
30063 - Drafter/CAD Operator III 23.26
30064 - Drafter/CAD Operator IV 28.63
30081 - Engineering Technician I 19.15
30082 - Engineering Technician II 21.49
30083 - Engineering Technician III 24.04
30084 - Engineering Technician IV 29.79
30085 - Engineering Technician V 36.44
30086 - Engineering Technician VI 37.46
30090 - Environmental Technician 21.63
30095 - Evidence Control Specialist 22.57
30210 - Laboratory Technician 21.91
30221 - Latent Fingerprint Technician I 28.63
30222 - Latent Fingerprint Technician II 31.63
30240 - Mathematical Technician 25.84
30361 - Paralegal/Legal Assistant I 18.59
30362 - Paralegal/Legal Assistant II 23.03
30363 - Paralegal/Legal Assistant III 28.17
30364 - Paralegal/Legal Assistant IV 34.08
30375 - Petroleum Supply Specialist 27.61
30390 - Photo-Optics Technician 25.84
30395 - Radiation Control Technician 27.61
30461 - Technical Writer I 24.24
30462 - Technical Writer II 29.66
30463 - Technical Writer III 36.39
30491 - Unexploded Ordnance (UXO) Technician I 26.28
30492 - Unexploded Ordnance (UXO) Technician II 31.79
30493 - Unexploded Ordnance (UXO) Technician III 38.11
30494 - Unexploded (UXO) Safety Escort 26.28
30495 - Unexploded (UXO) Sweep Personnel 26.28
30501 - Weather Forecaster I 28.63
30502 - Weather Forecaster II 34.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.26
30621 - Weather Observer Senior (see 2) 25.84
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.79
31020 - Bus Aide 15.94
31030 - Bus Driver 20.44

31043 - Driver Courier	16.62
31260 - Parking and Lot Attendant	11.94
31290 - Shuttle Bus Driver	17.39
31310 - Taxi Driver	13.79
31361 - Truckdriver Light	17.39
31362 - Truckdriver Medium	20.24
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.50
99030 - Cashier	11.71
99050 - Desk Clerk	11.80
99095 - Embalmer	33.78
99130 - Flight Follower	26.28
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	28.98
99310 - Mortician	33.78
99410 - Pest Controller	23.70
99510 - Photofinishing Worker	13.81
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	20.60
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	21.53
99831 - Surveying Aide	11.12
99832 - Surveying Technician	17.48
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.98
99842 - Vending Machine Repairer Helper	16.25

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4181
Revision No.: 15
Date Of Last Revision: 04/12/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Genesee Schuyler Seneca Steuben

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		30.42
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		13.40
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		16.42
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.46
01090 - Duplicating Machine Operator		15.46
01111 - General Clerk I		13.57
01112 - General Clerk II		14.61

01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 21.65
01141 - Messenger Courier 13.62
01191 - Order Clerk I 15.92
01192 - Order Clerk II 17.66
01261 - Personnel Assistant (Employment) I 17.77
01262 - Personnel Assistant (Employment) II 19.87
01263 - Personnel Assistant (Employment) III 22.15
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 17.37
01311 - Secretary I 17.37
01312 - Secretary II 19.42
01313 - Secretary III 21.65
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 30.42
01420 - Survey Worker 17.04
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 12.30
01532 - Travel Clerk II 12.99
01533 - Travel Clerk III 13.68
01611 - Word Processor I 14.85
01612 - Word Processor II 16.68
01613 - Word Processor III 18.65
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.14
05010 - Automotive Electrician 19.24
05040 - Automotive Glass Installer 18.40
05070 - Automotive Worker 18.40
05110 - Mobile Equipment Servicer 16.67
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.40
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 15.74
05250 - Motor Vehicle Upholstery Worker 17.52
05280 - Motor Vehicle Wrecker 18.40
05310 - Painter Automotive 19.24
05340 - Radiator Repair Specialist 18.57
05370 - Tire Repairer 14.97
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 15.69
07042 - Cook II 17.48
07070 - Dishwasher 12.16
07130 - Food Service Worker 12.66
07210 - Meat Cutter 18.50
07260 - Waiter/Waitress 13.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.67

09040 - Furniture Handler 12.95
09080 - Furniture Refinisher 19.67
09090 - Furniture Refinisher Helper 14.89
09110 - Furniture Repairer Minor 16.86
09130 - Upholsterer 21.64
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.52
11060 - Elevator Operator 13.42
11090 - Gardener 15.36
11122 - Housekeeping Aide 13.42
11150 - Janitor 13.42
11210 - Laborer Grounds Maintenance 13.00
11240 - Maid or Houseman 12.27
11260 - Pruner 12.03
11270 - Tractor Operator 14.85
11330 - Trail Maintenance Worker 13.00
11360 - Window Cleaner 14.49
12000 - Health Occupations
12010 - Ambulance Driver 20.37
12011 - Breath Alcohol Technician 20.37
12012 - Certified Occupational Therapist Assistant 24.51
12015 - Certified Physical Therapist Assistant 24.17
12020 - Dental Assistant 18.41
12025 - Dental Hygienist 33.56
12030 - EKG Technician 27.79
12035 - Electroneurodiagnostic Technologist 27.79
12040 - Emergency Medical Technician 20.37
12071 - Licensed Practical Nurse I 18.19
12072 - Licensed Practical Nurse II 20.43
12073 - Licensed Practical Nurse III 22.77
12100 - Medical Assistant 14.69
12130 - Medical Laboratory Technician 24.27
12160 - Medical Record Clerk 18.71
12190 - Medical Record Technician 20.92
12195 - Medical Transcriptionist 17.70
12210 - Nuclear Medicine Technologist 42.44
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 27.45
12236 - Optical Technician 17.36
12250 - Pharmacy Technician 14.13
12280 - Phlebotomist 14.82
12305 - Radiologic Technologist 24.46
12311 - Registered Nurse I 25.73
12312 - Registered Nurse II 31.48
12313 - Registered Nurse II Specialist 31.48
12314 - Registered Nurse III 38.10
12315 - Registered Nurse III Anesthetist 38.10

12316 - Registered Nurse IV		45.65
12317 - Scheduler (Drug and Alcohol Testing)		25.23
12320 - Substance Abuse Treatment Counselor		23.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		28.17
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		28.17
13047 - Librarian		25.50
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		23.03
13058 - Library Technician		15.07
13061 - Media Specialist I		16.62
13062 - Media Specialist II		18.60
13063 - Media Specialist III		20.73
13071 - Photographer I		16.25
13072 - Photographer II		18.60
13073 - Photographer III		23.03
13074 - Photographer IV		26.40
13075 - Photographer V		31.79
13090 - Technical Order Library Clerk		18.60
13110 - Video Teleconference Technician		17.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.19
14042 - Computer Operator II		20.16
14043 - Computer Operator III		22.48
14044 - Computer Operator IV		25.20
14045 - Computer Operator V		27.91
14071 - Computer Programmer I	(see 1)	24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.19
14160 - Personal Computer Support Technician		25.20
14170 - System Support Specialist		28.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		34.14
15070 - Flight Instructor (Pilot)		41.67
15080 - Graphic Artist		21.73
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.40

15086 - Maintenance Test Pilot Rotary Wing 40.40
15088 - Non-Maintenance Test/Co-Pilot 40.40
15090 - Technical Instructor 22.88
15095 - Technical Instructor/Course Developer 27.97
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.07
19040 - Tool And Die Maker 23.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.78
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 15.15
21071 - Order Filler 15.36
21080 - Production Line Worker (Food Processing) 19.78
21110 - Shipping Packer 18.44
21130 - Shipping/Receiving Clerk 18.44
21140 - Store Worker I 16.61
21150 - Stock Clerk 20.93
21210 - Tools And Parts Attendant 19.78
21410 - Warehouse Specialist 19.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.82
23019 - Aircraft Logs and Records Technician 22.67
23021 - Aircraft Mechanic I 25.80
23022 - Aircraft Mechanic II 26.82
23023 - Aircraft Mechanic III 27.74
23040 - Aircraft Mechanic Helper 20.25
23050 - Aircraft Painter 24.83
23060 - Aircraft Servicer 22.67
23070 - Aircraft Survival Flight Equipment Technician 24.83
23080 - Aircraft Worker 23.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.80
23110 - Appliance Mechanic 24.83

23120 - Bicycle Repairer 21.37
23125 - Cable Splicer 44.41
23130 - Carpenter Maintenance 22.64
23140 - Carpet Layer 23.80
23160 - Electrician Maintenance 28.43
23181 - Electronics Technician Maintenance I 26.52
23182 - Electronics Technician Maintenance II 27.65
23183 - Electronics Technician Maintenance III 28.74
23260 - Fabric Worker 22.67
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 34.74
23312 - Fuel Distribution System Operator 28.77
23370 - General Maintenance Worker 19.57
23380 - Ground Support Equipment Mechanic 25.80
23381 - Ground Support Equipment Servicer 22.67
23382 - Ground Support Equipment Worker 23.80
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.80
23393 - Gunsmith III 25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.82
23430 - Heavy Equipment Mechanic 24.39
23440 - Heavy Equipment Operator 23.13
23460 - Instrument Mechanic 25.80
23465 - Laboratory/Shelter Mechanic 24.83
23470 - Laborer 15.15
23510 - Locksmith 24.83
23530 - Machinery Maintenance Mechanic 24.72
23550 - Machinist Maintenance 23.04
23580 - Maintenance Trades Helper 20.11
23591 - Metrology Technician I 25.80
23592 - Metrology Technician II 26.82
23593 - Metrology Technician III 27.74
23640 - Millwright 25.80
23710 - Office Appliance Repairer 22.59
23760 - Painter Maintenance 21.64
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 26.14
23820 - Pneudraulic Systems Mechanic 25.80
23850 - Rigger 25.80
23870 - Scale Mechanic 23.80
23890 - Sheet-Metal Worker Maintenance 25.74
23910 - Small Engine Mechanic 23.80
23931 - Telecommunications Mechanic I 30.86
23932 - Telecommunications Mechanic II 32.09
23950 - Telephone Lineman 30.74
23960 - Welder Combination Maintenance 20.58

23965 - Well Driller		25.80
23970 - Woodcraft Worker		25.80
23980 - Woodworker		21.37
24000 - Personal Needs Occupations		
24550 - Case Manager		16.60
24570 - Child Care Attendant		12.25
24580 - Child Care Center Clerk		15.27
24610 - Chore Aide		13.20
24620 - Family Readiness And Support Services Coordinator		16.60
24630 - Homemaker		16.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.98
25040 - Sewage Plant Operator		26.09
25070 - Stationary Engineer		27.98
25190 - Ventilation Equipment Tender		21.96
25210 - Water Treatment Plant Operator		26.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.27
27007 - Baggage Inspector		16.13
27008 - Corrections Officer		30.93
27010 - Court Security Officer		29.21
27030 - Detection Dog Handler		18.54
27040 - Detention Officer		30.93
27070 - Firefighter		27.81
27101 - Guard I		16.13
27102 - Guard II		18.54
27131 - Police Officer I		26.66
27132 - Police Officer II		29.62
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.36
28042 - Carnival Equipment Repairer		16.21
28043 - Carnival Worker		12.42
28210 - Gate Attendant/Gate Tender		16.03
28310 - Lifeguard		12.17
28350 - Park Attendant (Aide)		17.93
28510 - Recreation Aide/Health Facility Attendant		13.08
28515 - Recreation Specialist		22.21
28630 - Sports Official		14.27
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.13
29020 - Hatch Tender		26.13
29030 - Line Handler		26.13
29041 - Stevedore I		24.72
29042 - Stevedore II		27.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.76
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.80
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.71

30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.61
30023 - Archeological Technician III		26.06
30030 - Cartographic Technician		26.06
30040 - Civil Engineering Technician		24.62
30051 - Cryogenic Technician I		28.88
30052 - Cryogenic Technician II		31.91
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.61
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.88
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.85
30083 - Engineering Technician III		21.61
30084 - Engineering Technician IV		27.09
30085 - Engineering Technician V		31.56
30086 - Engineering Technician VI		36.12
30090 - Environmental Technician		23.79
30095 - Evidence Control Specialist		24.62
30210 - Laboratory Technician		22.15
30221 - Latent Fingerprint Technician I		28.88
30222 - Latent Fingerprint Technician II		31.91
30240 - Mathematical Technician		26.54
30361 - Paralegal/Legal Assistant I		20.54
30362 - Paralegal/Legal Assistant II		26.28
30363 - Paralegal/Legal Assistant III		32.12
30364 - Paralegal/Legal Assistant IV		38.86
30375 - Petroleum Supply Specialist		30.12
30390 - Photo-Optics Technician		26.06
30395 - Radiation Control Technician		30.12
30461 - Technical Writer I		24.24
30462 - Technical Writer II		29.66
30463 - Technical Writer III		35.88
30491 - Unexploded Ordnance (UXO) Technician I		26.54
30492 - Unexploded Ordnance (UXO) Technician II		32.11
30493 - Unexploded Ordnance (UXO) Technician III		38.49
30494 - Unexploded (UXO) Safety Escort		26.54
30495 - Unexploded (UXO) Sweep Personnel		26.54
30501 - Weather Forecaster I		28.88
30502 - Weather Forecaster II		35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.78
30621 - Weather Observer Senior	(see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.11
31020 - Bus Aide		14.40
31030 - Bus Driver		20.44
31043 - Driver Courier		15.15
31260 - Parking and Lot Attendant		12.85
31290 - Shuttle Bus Driver		14.71

31310 - Taxi Driver	14.25
31361 - Truckdriver Light	15.53
31362 - Truckdriver Medium	18.07
31363 - Truckdriver Heavy	21.84
31364 - Truckdriver Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.28
99050 - Desk Clerk	12.32
99095 - Embalmer	35.02
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker I	15.92
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	29.91
99310 - Mortician	35.02
99410 - Pest Controller	22.54
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	17.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4182
Revision No.: 14
Date Of Last Revision: 04/16/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Genesee Schuyler Seneca Steuben

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.06
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		28.25
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.01
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.31

01090 - Duplicating Machine Operator 15.31
01111 - General Clerk I 13.57
01112 - General Clerk II 14.61
01113 - General Clerk III 16.40
01120 - Housing Referral Assistant 21.43
01141 - Messenger Courier 12.84
01191 - Order Clerk I 15.92
01192 - Order Clerk II 17.66
01261 - Personnel Assistant (Employment) I 16.89
01262 - Personnel Assistant (Employment) II 18.89
01263 - Personnel Assistant (Employment) III 21.06
01270 - Production Control Clerk 22.85
01290 - Rental Clerk 14.97
01300 - Scheduler Maintenance 17.18
01311 - Secretary I 17.18
01312 - Secretary II 19.22
01313 - Secretary III 21.43
01320 - Service Order Dispatcher 16.95
01410 - Supply Technician 28.25
01420 - Survey Worker 16.79
01460 - Switchboard Operator/Receptionist 14.53
01531 - Travel Clerk I 11.81
01532 - Travel Clerk II 12.46
01533 - Travel Clerk III 13.23
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.13
05010 - Automotive Electrician 19.24
05040 - Automotive Glass Installer 18.40
05070 - Automotive Worker 18.40
05110 - Mobile Equipment Servicer 16.67
05130 - Motor Equipment Metal Mechanic 20.13
05160 - Motor Equipment Metal Worker 18.40
05190 - Motor Vehicle Mechanic 20.13
05220 - Motor Vehicle Mechanic Helper 15.74
05250 - Motor Vehicle Upholstery Worker 17.52
05280 - Motor Vehicle Wrecker 18.40
05310 - Painter Automotive 19.24
05340 - Radiator Repair Specialist 18.57
05370 - Tire Repairer 14.97
05400 - Transmission Repair Specialist 20.13
07000 - Food Preparation And Service Occupations
07010 - Baker 14.58
07041 - Cook I 15.68
07042 - Cook II 17.45
07070 - Dishwasher 11.71
07130 - Food Service Worker 12.12
07210 - Meat Cutter 18.50

07260 - Waiter/Waitress	13.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	21.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.39
11060 - Elevator Operator	12.40
11090 - Gardener	15.36
11122 - Housekeeping Aide	12.57
11150 - Janitor	12.57
11210 - Laborer Grounds Maintenance	13.00
11240 - Maid or Houseman	11.74
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.57
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	19.31
12012 - Certified Occupational Therapist Assistant	24.51
12015 - Certified Physical Therapist Assistant	22.92
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	33.56
12030 - EKG Technician	26.63
12035 - Electroneurodiagnostic Technologist	26.63
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	22.06
12160 - Medical Record Clerk	17.65
12190 - Medical Record Technician	19.75
12195 - Medical Transcriptionist	16.80
12210 - Nuclear Medicine Technologist	42.44
12221 - Nursing Assistant I	11.53
12222 - Nursing Assistant II	12.96
12223 - Nursing Assistant III	14.14
12224 - Nursing Assistant IV	15.87
12235 - Optical Dispenser	27.45
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	13.98
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	23.61
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.33

12313 - Registered Nurse II Specialist		30.33
12314 - Registered Nurse III		36.69
12315 - Registered Nurse III Anesthetist		36.69
12316 - Registered Nurse IV		43.98
12317 - Scheduler (Drug and Alcohol Testing)		23.92
12320 - Substance Abuse Treatment Counselor		22.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.45
13012 - Exhibits Specialist II		25.17
13013 - Exhibits Specialist III		28.17
13041 - Illustrator I		20.34
13042 - Illustrator II		25.04
13043 - Illustrator III		28.17
13047 - Librarian		25.50
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		23.03
13058 - Library Technician		15.07
13061 - Media Specialist I		16.62
13062 - Media Specialist II		18.60
13063 - Media Specialist III		20.73
13071 - Photographer I		16.25
13072 - Photographer II		18.60
13073 - Photographer III		23.03
13074 - Photographer IV		26.40
13075 - Photographer V		31.79
13090 - Technical Order Library Clerk		18.60
13110 - Video Teleconference Technician		17.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.91
14042 - Computer Operator II		18.33
14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.31
14045 - Computer Operator V		25.55
14071 - Computer Programmer I	(see 1)	24.12
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.91
14160 - Personal Computer Support Technician		23.31
14170 - System Support Specialist		28.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.76
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.67
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		34.14

15070 - Flight Instructor (Pilot) 41.67
15080 - Graphic Artist 21.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.40
15086 - Maintenance Test Pilot Rotary Wing 40.40
15088 - Non-Maintenance Test/Co-Pilot 40.40
15090 - Technical Instructor 22.88
15095 - Technical Instructor/Course Developer 27.97
15110 - Test Proctor 18.46
15120 - Tutor 18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.07
19040 - Tool And Die Maker 23.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.76
21030 - Material Coordinator 22.85
21040 - Material Expediter 22.85
21050 - Material Handling Laborer 14.66
21071 - Order Filler 15.36
21080 - Production Line Worker (Food Processing) 19.76
21110 - Shipping Packer 18.06
21130 - Shipping/Receiving Clerk 18.06
21140 - Store Worker I 16.36
21150 - Stock Clerk 20.61
21210 - Tools And Parts Attendant 19.76
21410 - Warehouse Specialist 19.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.01
23019 - Aircraft Logs and Records Technician 21.26
23021 - Aircraft Mechanic I 24.77
23022 - Aircraft Mechanic II 25.99
23023 - Aircraft Mechanic III 27.21
23040 - Aircraft Mechanic Helper 18.99
23050 - Aircraft Painter 23.34
23060 - Aircraft Servicer 21.26
23070 - Aircraft Survival Flight Equipment Technician 23.34
23080 - Aircraft Worker 22.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.38

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.77
23110 - Appliance Mechanic 23.25
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 40.37
23130 - Carpenter Maintenance 22.64
23140 - Carpet Layer 22.30
23160 - Electrician Maintenance 26.28
23181 - Electronics Technician Maintenance I 26.22
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 28.39
23260 - Fabric Worker 21.26
23290 - Fire Alarm System Mechanic 23.85
23310 - Fire Extinguisher Repairer 20.03
23311 - Fuel Distribution System Mechanic 32.91
23312 - Fuel Distribution System Operator 27.29
23370 - General Maintenance Worker 19.57
23380 - Ground Support Equipment Mechanic 24.77
23381 - Ground Support Equipment Servicer 21.26
23382 - Ground Support Equipment Worker 22.38
23391 - Gunsmith I 20.03
23392 - Gunsmith II 22.30
23393 - Gunsmith III 24.16
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.65
23430 - Heavy Equipment Mechanic 22.57
23440 - Heavy Equipment Operator 23.13
23460 - Instrument Mechanic 24.42
23465 - Laboratory/Shelter Mechanic 23.25
23470 - Laborer 14.66
23510 - Locksmith 23.25
23530 - Machinery Maintenance Mechanic 23.73
23550 - Machinist Maintenance 22.76
23580 - Maintenance Trades Helper 18.28
23591 - Metrology Technician I 24.42
23592 - Metrology Technician II 25.60
23593 - Metrology Technician III 26.82
23640 - Millwright 24.55
23710 - Office Appliance Repairer 20.63
23760 - Painter Maintenance 21.64
23790 - Pipefitter Maintenance 25.88
23810 - Plumber Maintenance 23.76
23820 - Pneudraulic Systems Mechanic 24.16
23850 - Rigger 24.55
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker Maintenance 25.74
23910 - Small Engine Mechanic 22.30
23931 - Telecommunications Mechanic I 30.86

23932 - Telecommunications Mechanic II 32.09
23950 - Telephone Lineman 30.74
23960 - Welder Combination Maintenance 20.58
23965 - Well Driller 24.16
23970 - Woodcraft Worker 24.16
23980 - Woodworker 20.03
24000 - Personal Needs Occupations
24550 - Case Manager 15.77
24570 - Child Care Attendant 11.93
24580 - Child Care Center Clerk 14.88
24610 - Chore Aide 12.00
24620 - Family Readiness And Support Services Coordinator 15.77
24630 - Homemaker 15.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.61
25040 - Sewage Plant Operator 26.09
25070 - Stationary Engineer 26.61
25190 - Ventilation Equipment Tender 20.92
25210 - Water Treatment Plant Operator 26.09
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.27
27007 - Baggage Inspector 16.13
27008 - Corrections Officer 29.05
27010 - Court Security Officer 28.39
27030 - Detection Dog Handler 18.54
27040 - Detention Officer 29.05
27070 - Firefighter 27.81
27101 - Guard I 16.13
27102 - Guard II 18.54
27131 - Police Officer I 26.66
27132 - Police Officer II 29.62
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.06
28042 - Carnival Equipment Repairer 14.83
28043 - Carnival Worker 11.61
28210 - Gate Attendant/Gate Tender 15.00
28310 - Lifeguard 11.80
28350 - Park Attendant (Aide) 16.78
28510 - Recreation Aide/Health Facility Attendant 12.25
28515 - Recreation Specialist 20.78
28630 - Sports Official 13.36
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.13
29020 - Hatch Tender 26.13
29030 - Line Handler 26.13
29041 - Stevedore I 24.72
29042 - Stevedore II 27.56
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.51
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.40
30021 - Archeological Technician I 18.85
30022 - Archeological Technician II 21.61
30023 - Archeological Technician III 26.06
30030 - Cartographic Technician 26.06
30040 - Civil Engineering Technician 24.24
30051 - Cryogenic Technician I 28.88
30052 - Cryogenic Technician II 31.91
30061 - Drafter/CAD Operator I 18.85
30062 - Drafter/CAD Operator II 21.61
30063 - Drafter/CAD Operator III 23.47
30064 - Drafter/CAD Operator IV 28.88
30081 - Engineering Technician I 16.76
30082 - Engineering Technician II 18.85
30083 - Engineering Technician III 21.61
30084 - Engineering Technician IV 27.09
30085 - Engineering Technician V 31.56
30086 - Engineering Technician VI 32.84
30090 - Environmental Technician 21.63
30095 - Evidence Control Specialist 22.57
30210 - Laboratory Technician 21.82
30221 - Latent Fingerprint Technician I 28.88
30222 - Latent Fingerprint Technician II 31.91
30240 - Mathematical Technician 26.54
30361 - Paralegal/Legal Assistant I 20.54
30362 - Paralegal/Legal Assistant II 26.28
30363 - Paralegal/Legal Assistant III 32.12
30364 - Paralegal/Legal Assistant IV 38.86
30375 - Petroleum Supply Specialist 27.61
30390 - Photo-Optics Technician 26.06
30395 - Radiation Control Technician 27.61
30461 - Technical Writer I 24.24
30462 - Technical Writer II 29.66
30463 - Technical Writer III 35.88
30491 - Unexploded Ordnance (UXO) Technician I 26.28
30492 - Unexploded Ordnance (UXO) Technician II 31.79
30493 - Unexploded Ordnance (UXO) Technician III 38.11
30494 - Unexploded (UXO) Safety Escort 26.28
30495 - Unexploded (UXO) Sweep Personnel 26.28
30501 - Weather Forecaster I 28.88
30502 - Weather Forecaster II 35.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.78
30621 - Weather Observer Senior (see 2) 26.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.79
31020 - Bus Aide 14.40
31030 - Bus Driver 20.44

31043 - Driver Courier	13.77
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	14.12
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	14.12
31362 - Truckdriver Medium	17.67
31363 - Truckdriver Heavy	21.44
31364 - Truckdriver Tractor-Trailer	21.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.50
99030 - Cashier	11.71
99050 - Desk Clerk	11.80
99095 - Embalmer	35.02
99130 - Flight Follower	26.28
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	28.98
99310 - Mortician	35.02
99410 - Pest Controller	22.48
99510 - Photofinishing Worker	13.81
99710 - Recycling Laborer	17.36
99711 - Recycling Specialist	19.90
99730 - Refuse Collector	16.08
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.08
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	17.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4183
Revision No.: 16
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Bergen Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 17.78
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.44
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.89
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.29
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 16.34
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.17

09040 - Furniture Handler 15.44
09080 - Furniture Refinisher 20.17
09090 - Furniture Refinisher Helper 16.94
09110 - Furniture Repairer Minor 18.54
09130 - Upholsterer 20.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 23.95
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.43
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 23.95
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.99
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 20.01
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.70
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.16
13042 - Illustrator II		32.88
13043 - Illustrator III		39.64
13047 - Librarian		37.25
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		29.36
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		29.36
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.91
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 29.88
15095 - Technical Instructor/Course Developer 36.55
15110 - Test Proctor 24.12
15120 - Tutor 24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 23.65

23120 - Bicycle Repairer 16.57
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.90
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 33.08
23370 - General Maintenance Worker 24.49
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 32.02
23790 - Pipefitter Maintenance 33.83
23810 - Plumber Maintenance 32.56
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 35.67
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		32.44
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.72
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		13.83
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		18.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.23
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		42.23
25190 - Ventilation Equipment Tender		32.86
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.57
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		40.46
29020 - Hatch Tender		40.46
29030 - Line Handler		40.46
29041 - Stevedore I		38.38
29042 - Stevedore II		48.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		21.25
30022 - Archeological Technician II		25.50
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		30.02
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		21.25
30062 - Drafter/CAD Operator II		25.50
30063 - Drafter/CAD Operator III		28.31
30064 - Drafter/CAD Operator IV		33.24
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		40.10
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.73
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.19
30502 - Weather Forecaster II		36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.96
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.62
31030 - Bus Driver		31.71
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	18.58
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	32.48
99831 - Surveying Aide	19.33
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.51
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.51

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4184
Revision No.: 15
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Bergen Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator	16.26
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	15.60
01191 - Order Clerk I	17.78
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.93
01410 - Supply Technician	34.92
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	16.77
01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	19.02
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.87
01612 - Word Processor II	20.07
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.89
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	17.33
07042 - Cook II	19.35
07070 - Dishwasher	12.53
07130 - Food Service Worker	13.47
07210 - Meat Cutter	19.20

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	23.95
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.43
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	23.95
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		25.89
13042 - Illustrator II		32.88
13043 - Illustrator III		38.37
13047 - Librarian		37.25
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.69
14170 - System Support Specialist		39.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.72

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 32.91
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99
15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 28.83
15095 - Technical Instructor/Course Developer 35.26
15110 - Test Proctor 23.27
15120 - Tutor 23.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.98
16030 - Counter Attendant 15.98
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.98
16090 - Presser Hand 15.98
16110 - Presser Machine Drycleaning 15.98
16130 - Presser Machine Shirts 15.98
16160 - Presser Machine Wearing Apparel Laundry 15.98
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 14.62
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 21.50
23120 - Bicycle Repairer 16.57
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 30.49
23260 - Fabric Worker 31.73
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 38.60
23312 - Fuel Distribution System Operator 33.08
23370 - General Maintenance Worker 24.49
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 41.98
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.74
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 22.62
23760 - Painter Maintenance 32.02
23790 - Pipefitter Maintenance 33.83
23810 - Plumber Maintenance 32.56
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 35.67
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 32.44
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 17.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.04
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 20.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 40.46
29020 - Hatch Tender 40.46
29030 - Line Handler 40.46
29041 - Stevedore I 38.38
29042 - Stevedore II 48.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 21.25
30022 - Archeological Technician II 25.50
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 30.02
30040 - Civil Engineering Technician 29.82
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 21.25
30062 - Drafter/CAD Operator II 25.50
30063 - Drafter/CAD Operator III 28.31
30064 - Drafter/CAD Operator IV 33.24
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 29.77
30222 - Latent Fingerprint Technician II 32.88
30240 - Mathematical Technician 36.45
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 27.73
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.80
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 29.88
30502 - Weather Forecaster II 36.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.96
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 23.09
31030 - Bus Driver 29.13

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	16.89
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	20.08
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	15.25
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	36.92
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	32.72
99711 - Recycling Specialist	37.45
99730 - Refuse Collector	30.40
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	31.78
99831 - Surveying Aide	18.92
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	21.37
99841 - Vending Machine Repairer	25.78
99842 - Vending Machine Repairer Helper	21.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4185
Revision No.: 16
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Hudson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 16.49
01192 - Order Clerk II 21.31
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.43
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.92
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.64
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.00

09040 - Furniture Handler 16.73
09080 - Furniture Refinisher 22.00
09090 - Furniture Refinisher Helper 18.56
09110 - Furniture Repairer Minor 20.16
09130 - Upholsterer 22.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 24.60
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.43
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 24.60
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.99
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 20.01
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.70
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 30.07
15095 - Technical Instructor/Course Developer 36.67
15110 - Test Proctor 24.12
15120 - Tutor 24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 30.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 25.10

23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.90
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	26.50
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	36.62
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20

23965 - Well Driller	33.42
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44
27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	42.58
29020 - Hatch Tender	42.58
29030 - Line Handler	42.58
29041 - Stevedore I	40.36
29042 - Stevedore II	48.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		35.98
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.20
30502 - Weather Forecaster II		36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.62
31030 - Bus Driver		31.71
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.39
99831 - Surveying Aide	22.75
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.55
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4186
Revision No.: 15
Date Of Last Revision: 04/20/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Hudson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.60
01191 - Order Clerk I 16.49
01192 - Order Clerk II 21.31
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.27
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 34.92
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.56
01532 - Travel Clerk II 19.02
01533 - Travel Clerk III 20.65
01611 - Word Processor I 17.87
01612 - Word Processor II 20.07
01613 - Word Processor III 22.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.43
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.92
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.64
07041 - Cook I 17.33
07042 - Cook II 19.35
07070 - Dishwasher 12.53
07130 - Food Service Worker 13.47
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.43
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		39.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99
15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 30.07
15095 - Technical Instructor/Course Developer 36.67
15110 - Test Proctor 23.27
15120 - Tutor 23.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.98
16030 - Counter Attendant 15.98
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.98
16090 - Presser Hand 15.98
16110 - Presser Machine Drycleaning 15.98
16130 - Presser Machine Shirts 15.98
16160 - Presser Machine Wearing Apparel Laundry 15.98
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 30.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 14.58
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 23.37
23120 - Bicycle Repairer 17.92
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.90
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 30.49
23260 - Fabric Worker 31.73
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 38.60
23312 - Fuel Distribution System Operator 33.08
23370 - General Maintenance Worker 23.69
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 41.98
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.58
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 22.91
23760 - Painter Maintenance 26.50
23790 - Pipefitter Maintenance 33.83
23810 - Plumber Maintenance 32.56
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 36.62
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 33.42
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 20.13
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.40
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 20.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 42.58
29020 - Hatch Tender 42.58
29030 - Line Handler 42.58
29041 - Stevedore I 40.36
29042 - Stevedore II 48.27
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 29.82
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 29.77
30222 - Latent Fingerprint Technician II 32.88
30240 - Mathematical Technician 32.71
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.80
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 23.09
31030 - Bus Driver 29.77

31043 - Driver Courier	18.39
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	19.53
31310 - Taxi Driver	16.04
31361 - Truckdriver Light	19.53
31362 - Truckdriver Medium	20.63
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	15.25
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	36.92
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	32.72
99711 - Recycling Specialist	37.45
99730 - Refuse Collector	30.40
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	30.72
99831 - Surveying Aide	22.26
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	21.73
99841 - Vending Machine Repairer	25.78
99842 - Vending Machine Repairer Helper	21.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4187
Revision No.: 17
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Bronx Kings New York Queens Richmond Rockland Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam Rockland and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx Kings New York Queens and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76

01042 - Customer Service Representative II 18.29
01043 - Customer Service Representative III 20.54
01051 - Data Entry Operator I 17.08
01052 - Data Entry Operator II 18.63
01060 - Dispatcher Motor Vehicle 25.79
01070 - Document Preparation Clerk 17.13
01090 - Duplicating Machine Operator 17.13
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 18.05
01192 - Order Clerk II 21.67
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.29
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 30.31
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 18.22
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations

07010 - Baker	19.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.43
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	19.01
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70

12236 - Optical Technician		18.46
12250 - Pharmacy Technician		17.20
12280 - Phlebotomist		20.69
12305 - Radiologic Technologist		37.34
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.51
13042 - Illustrator II		32.41
13043 - Illustrator III		39.64
13047 - Librarian		37.25
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		29.63
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		29.63
14170 - System Support Specialist		40.56

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	31.44
15095 - Technical Instructor/Course Developer	38.34
15110 - Test Proctor	25.30
15120 - Tutor	25.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
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	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	16.41
21071 - Order Filler	17.00
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68

23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 23.65
23120 - Bicycle Repairer 17.13
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.90
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.90
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 39.84
23312 - Fuel Distribution System Operator 33.08
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.95
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 34.56
23640 - Millwright 40.73
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 25.47
23790 - Pipefitter Maintenance 33.83
23810 - Plumber Maintenance 32.93

23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	35.67
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	33.61
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	33.13
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.94
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44
27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Worker	14.67
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		43.78
29020 - Hatch Tender		43.78
29030 - Line Handler		43.78
29041 - Stevedore I		38.38
29042 - Stevedore II		48.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		35.65
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.20
30502 - Weather Forecaster II		36.74
30620 - Weather Observer Combined Upper Air Or	(see 2)	24.55

Surface Programs		
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.62
31030 - Bus Driver		31.71
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65
31310 - Taxi Driver		18.40
31361 - Truckdriver Light		19.57
31362 - Truckdriver Medium		20.73
31363 - Truckdriver Heavy		26.73
31364 - Truckdriver Tractor-Trailer		26.73
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		13.09
99050 - Desk Clerk		16.69
99095 - Embalmer		35.95
99130 - Flight Follower		29.58
99251 - Laboratory Animal Caretaker I		16.38
99252 - Laboratory Animal Caretaker II		17.40
99260 - Marketing Analyst		39.07
99310 - Mortician		35.95
99410 - Pest Controller		20.56
99510 - Photofinishing Worker		18.91
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		14.80
99820 - School Crossing Guard		18.85
99830 - Survey Party Chief		33.01
99831 - Surveying Aide		21.57
99832 - Surveying Technician		28.46
99840 - Vending Machine Attendant		23.55
99841 - Vending Machine Repairer		27.93
99842 - Vending Machine Repairer Helper		23.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1

2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4188
Revision No.: 16
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Bronx Kings New York Queens Richmond Rockland Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam Rockland and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx Kings New York Queens and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38

01020 - Administrative Assistant	34.92
01035 - Court Reporter	34.85
01041 - Customer Service Representative I	15.93
01042 - Customer Service Representative II	17.91
01043 - Customer Service Representative III	19.54
01051 - Data Entry Operator I	17.08
01052 - Data Entry Operator II	18.63
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	16.26
01090 - Duplicating Machine Operator	16.26
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	15.60
01191 - Order Clerk I	18.05
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	34.92
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	16.77
01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	19.02
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.87
01612 - Word Processor II	20.07
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31

05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.43
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	24.99
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	19.01

12223 - Nursing Assistant III		20.01
12224 - Nursing Assistant IV		17.48
12235 - Optical Dispenser		28.70
12236 - Optical Technician		18.46
12250 - Pharmacy Technician		16.28
12280 - Phlebotomist		20.69
12305 - Radiologic Technologist		35.99
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		32.31
13043 - Illustrator III		39.22
13047 - Librarian		37.25
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		38.49
13075 - Photographer V		46.55
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.94
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	19.00
14160 - Personal Computer Support Technician	26.94
14170 - System Support Specialist	39.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	35.72
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	31.44
15095 - Technical Instructor/Course Developer	38.34
15110 - Test Proctor	25.30
15120 - Tutor	25.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.98
16030 - Counter Attendant	15.98
16040 - Dry Cleaner	18.27
16070 - Finisher Flatwork Machine	15.98
16090 - Presser Hand	15.98
16110 - Presser Machine Drycleaning	15.98
16130 - Presser Machine Shirts	15.98
16160 - Presser Machine Wearing Apparel Laundry	15.98
16190 - Sewing Machine Operator	19.03
16220 - Tailor	19.97
16250 - Washer Machine	16.74
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.88
19040 - Tool And Die Maker	28.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.12
21030 - Material Coordinator	25.27
21040 - Material Expediter	25.27
21050 - Material Handling Laborer	16.41
21071 - Order Filler	17.00
21080 - Production Line Worker (Food Processing)	18.12
21110 - Shipping Packer	17.39
21130 - Shipping/Receiving Clerk	17.39
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	18.12
21410 - Warehouse Specialist	18.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.53
23019 - Aircraft Logs and Records Technician	31.63
23021 - Aircraft Mechanic I	36.12

23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 21.50
23120 - Bicycle Repairer 17.13
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.90
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 31.14
23260 - Fabric Worker 31.73
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 39.84
23312 - Fuel Distribution System Operator 33.08
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 41.98
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 15.95
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 34.56
23640 - Millwright 40.73
23710 - Office Appliance Repairer 22.95

23760 - Painter Maintenance 25.47
23790 - Pipefitter Maintenance 33.83
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 35.67
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 33.61
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25
23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 23.02
23965 - Well Driller 33.13
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.67
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 19.21
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.13
28042 - Carnival Equipment Repairer 17.97
28043 - Carnival Worker 14.67
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.13
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 25.53

28630 - Sports Official		16.40
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		43.78
29020 - Hatch Tender		43.78
29030 - Line Handler		43.78
29041 - Stevedore I		38.38
29042 - Stevedore II		48.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.00
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		29.64
30052 - Cryogenic Technician II		32.74
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		26.77
30210 - Laboratory Technician		24.64
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		32.41
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		32.74
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		32.74
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.29
30492 - Unexploded Ordnance (UXO) Technician II		35.44
30493 - Unexploded Ordnance (UXO) Technician III		42.48
30494 - Unexploded (UXO) Safety Escort		29.29
30495 - Unexploded (UXO) Sweep Personnel		29.29

30501 - Weather Forecaster I		30.20
30502 - Weather Forecaster II		36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.44
31020 - Bus Aide		23.09
31030 - Bus Driver		29.13
31043 - Driver Courier		17.06
31260 - Parking and Lot Attendant		12.87
31290 - Shuttle Bus Driver		18.13
31310 - Taxi Driver		16.73
31361 - Truckdriver Light		18.13
31362 - Truckdriver Medium		19.20
31363 - Truckdriver Heavy		25.10
31364 - Truckdriver Tractor-Trailer		25.10
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.28
99030 - Cashier		12.21
99050 - Desk Clerk		16.69
99095 - Embalmer		35.95
99130 - Flight Follower		29.29
99251 - Laboratory Animal Caretaker I		16.32
99252 - Laboratory Animal Caretaker II		17.14
99260 - Marketing Analyst		36.92
99310 - Mortician		35.95
99410 - Pest Controller		20.56
99510 - Photofinishing Worker		18.91
99710 - Recycling Laborer		32.72
99711 - Recycling Specialist		37.45
99730 - Refuse Collector		30.40
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		18.57
99830 - Survey Party Chief		32.30
99831 - Surveying Aide		21.11
99832 - Surveying Technician		27.85
99840 - Vending Machine Attendant		21.73
99841 - Vending Machine Repairer		25.78
99842 - Vending Machine Repairer Helper		21.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and

related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4189
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Atlantic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.95
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.03
01020 - Administrative Assistant		28.90
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		13.99
01043 - Customer Service Representative III		15.27
01051 - Data Entry Operator I		17.63
01052 - Data Entry Operator II		19.24
01060 - Dispatcher Motor Vehicle		23.81
01070 - Document Preparation Clerk		15.03
01090 - Duplicating Machine Operator		15.03
01111 - General Clerk I		14.32
01112 - General Clerk II		15.63

01113 - General Clerk III 17.54
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 17.81
01191 - Order Clerk I 17.16
01192 - Order Clerk II 18.73
01261 - Personnel Assistant (Employment) I 17.89
01262 - Personnel Assistant (Employment) II 20.03
01263 - Personnel Assistant (Employment) III 22.32
01270 - Production Control Clerk 23.99
01290 - Rental Clerk 17.22
01300 - Scheduler Maintenance 19.12
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 21.27
01410 - Supply Technician 28.90
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.17
01531 - Travel Clerk I 14.16
01532 - Travel Clerk II 14.97
01533 - Travel Clerk III 15.98
01611 - Word Processor I 15.91
01612 - Word Processor II 17.86
01613 - Word Processor III 19.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.94
05010 - Automotive Electrician 25.52
05040 - Automotive Glass Installer 24.61
05070 - Automotive Worker 24.63
05110 - Mobile Equipment Servicer 22.80
05130 - Motor Equipment Metal Mechanic 26.43
05160 - Motor Equipment Metal Worker 24.63
05190 - Motor Vehicle Mechanic 26.43
05220 - Motor Vehicle Mechanic Helper 21.76
05250 - Motor Vehicle Upholstery Worker 23.69
05280 - Motor Vehicle Wrecker 24.63
05310 - Painter Automotive 25.52
05340 - Radiator Repair Specialist 24.63
05370 - Tire Repairer 17.24
05400 - Transmission Repair Specialist 26.43
07000 - Food Preparation And Service Occupations
07010 - Baker 13.84
07041 - Cook I 15.72
07042 - Cook II 16.74
07070 - Dishwasher 10.60
07130 - Food Service Worker 11.69
07210 - Meat Cutter 21.37
07260 - Waiter/Waitress 11.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.47

09040 - Furniture Handler 21.10
09080 - Furniture Refinisher 27.72
09090 - Furniture Refinisher Helper 23.64
09110 - Furniture Repairer Minor 25.73
09130 - Upholsterer 27.72
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.62
11060 - Elevator Operator 14.46
11090 - Gardener 17.70
11122 - Housekeeping Aide 14.46
11150 - Janitor 14.46
11210 - Laborer Grounds Maintenance 15.07
11240 - Maid or Houseman 11.82
11260 - Pruner 14.13
11270 - Tractor Operator 16.89
11330 - Trail Maintenance Worker 15.07
11360 - Window Cleaner 15.42
12000 - Health Occupations
12010 - Ambulance Driver 19.23
12011 - Breath Alcohol Technician 22.69
12012 - Certified Occupational Therapist Assistant 31.12
12015 - Certified Physical Therapist Assistant 31.12
12020 - Dental Assistant 22.20
12025 - Dental Hygienist 46.48
12030 - EKG Technician 36.69
12035 - Electroneurodiagnostic Technologist 36.69
12040 - Emergency Medical Technician 19.23
12071 - Licensed Practical Nurse I 20.27
12072 - Licensed Practical Nurse II 22.69
12073 - Licensed Practical Nurse III 25.28
12100 - Medical Assistant 16.36
12130 - Medical Laboratory Technician 29.72
12160 - Medical Record Clerk 20.59
12190 - Medical Record Technician 28.30
12195 - Medical Transcriptionist 20.27
12210 - Nuclear Medicine Technologist 49.84
12221 - Nursing Assistant I 11.95
12222 - Nursing Assistant II 13.44
12223 - Nursing Assistant III 14.66
12224 - Nursing Assistant IV 16.46
12235 - Optical Dispenser 26.69
12236 - Optical Technician 20.27
12250 - Pharmacy Technician 19.06
12280 - Phlebotomist 17.52
12305 - Radiologic Technologist 31.09
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 32.98
12313 - Registered Nurse II Specialist 32.98
12314 - Registered Nurse III 39.90
12315 - Registered Nurse III Anesthetist 39.90

12316 - Registered Nurse IV		47.82
12317 - Scheduler (Drug and Alcohol Testing)		28.10
12320 - Substance Abuse Treatment Counselor		23.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.38
13012 - Exhibits Specialist II		28.95
13013 - Exhibits Specialist III		35.41
13041 - Illustrator I		23.38
13042 - Illustrator II		28.95
13043 - Illustrator III		35.41
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.26
13058 - Library Technician		23.65
13061 - Media Specialist I		20.89
13062 - Media Specialist II		23.38
13063 - Media Specialist III		26.05
13071 - Photographer I		18.07
13072 - Photographer II		20.54
13073 - Photographer III		25.65
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13090 - Technical Order Library Clerk		19.14
13110 - Video Teleconference Technician		28.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		40.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		37.58
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		27.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.76

15086 - Maintenance Test Pilot Rotary Wing 43.76
15088 - Non-Maintenance Test/Co-Pilot 43.76
15090 - Technical Instructor 27.72
15095 - Technical Instructor/Course Developer 33.89
15110 - Test Proctor 22.37
15120 - Tutor 22.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.88
19040 - Tool And Die Maker 33.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.40
21030 - Material Coordinator 23.41
21040 - Material Expediter 23.41
21050 - Material Handling Laborer 15.21
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 20.40
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 20.40
21410 - Warehouse Specialist 20.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.20
23019 - Aircraft Logs and Records Technician 27.79
23021 - Aircraft Mechanic I 30.99
23022 - Aircraft Mechanic II 32.20
23023 - Aircraft Mechanic III 33.23
23040 - Aircraft Mechanic Helper 25.52
23050 - Aircraft Painter 29.93
23060 - Aircraft Servicer 27.79
23070 - Aircraft Survival Flight Equipment Technician 29.93
23080 - Aircraft Worker 28.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.99
23110 - Appliance Mechanic 28.88

23120 - Bicycle Repairer 24.33
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 34.16
23140 - Carpet Layer 27.87
23160 - Electrician Maintenance 30.38
23181 - Electronics Technician Maintenance I 30.77
23182 - Electronics Technician Maintenance II 31.89
23183 - Electronics Technician Maintenance III 33.02
23260 - Fabric Worker 26.81
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 25.80
23311 - Fuel Distribution System Mechanic 29.91
23312 - Fuel Distribution System Operator 25.80
23370 - General Maintenance Worker 22.36
23380 - Ground Support Equipment Mechanic 30.99
23381 - Ground Support Equipment Servicer 27.79
23382 - Ground Support Equipment Worker 28.87
23391 - Gunsmith I 27.62
23392 - Gunsmith II 27.87
23393 - Gunsmith III 29.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.86
23430 - Heavy Equipment Mechanic 29.52
23440 - Heavy Equipment Operator 37.04
23460 - Instrument Mechanic 29.91
23465 - Laboratory/Shelter Mechanic 28.88
23470 - Laborer 15.83
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 27.60
23550 - Machinist Maintenance 27.59
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.07
23593 - Metrology Technician III 32.07
23640 - Millwright 29.91
23710 - Office Appliance Repairer 25.37
23760 - Painter Maintenance 25.19
23790 - Pipefitter Maintenance 30.39
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 29.91
23850 - Rigger 29.91
23870 - Scale Mechanic 27.87
23890 - Sheet-Metal Worker Maintenance 32.44
23910 - Small Engine Mechanic 27.87
23931 - Telecommunications Mechanic I 30.37
23932 - Telecommunications Mechanic II 31.55
23950 - Telephone Lineman 36.01
23960 - Welder Combination Maintenance 27.83

23965 - Well Driller	29.91
23970 - Woodcraft Worker	29.91
23980 - Woodworker	25.80
24000 - Personal Needs Occupations	
24550 - Case Manager	16.45
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	16.24
24610 - Chore Aide	13.87
24620 - Family Readiness And Support Services Coordinator	16.45
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.80
25040 - Sewage Plant Operator	29.07
25070 - Stationary Engineer	26.80
25190 - Ventilation Equipment Tender	22.07
25210 - Water Treatment Plant Operator	29.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.52
27007 - Baggage Inspector	14.14
27008 - Corrections Officer	32.33
27010 - Court Security Officer	36.87
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	32.33
27070 - Firefighter	37.65
27101 - Guard I	14.14
27102 - Guard II	18.63
27131 - Police Officer I	38.24
27132 - Police Officer II	42.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.87
28042 - Carnival Equipment Repairer	14.54
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	19.34
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.87
29020 - Hatch Tender	27.87
29030 - Line Handler	27.87
29041 - Stevedore I	26.81
29042 - Stevedore II	28.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.14
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		27.94
30051 - Cryogenic Technician I		30.95
30052 - Cryogenic Technician II		34.19
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		20.01
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		26.92
30095 - Evidence Control Specialist		24.20
30210 - Laboratory Technician		25.88
30221 - Latent Fingerprint Technician I		30.95
30222 - Latent Fingerprint Technician II		34.19
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		20.76
30362 - Paralegal/Legal Assistant II		25.71
30363 - Paralegal/Legal Assistant III		31.45
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		29.61
30390 - Photo-Optics Technician		28.22
30395 - Radiation Control Technician		29.61
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.15
30463 - Technical Writer III		37.90
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		31.21
30502 - Weather Forecaster II		34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	25.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.34
31020 - Bus Aide		19.91
31030 - Bus Driver		24.28
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	13.45
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	13.33
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	30.58
99310 - Mortician	31.70
99410 - Pest Controller	19.11
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	20.74
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.46
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	23.73
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	25.58
99842 - Vending Machine Repairer Helper	21.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4190
Revision No.: 15
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Atlantic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.95
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.03
01020 - Administrative Assistant		28.90
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		13.99
01043 - Customer Service Representative III		15.27
01051 - Data Entry Operator I		17.63
01052 - Data Entry Operator II		19.24
01060 - Dispatcher Motor Vehicle		23.81
01070 - Document Preparation Clerk		15.03

01090 - Duplicating Machine Operator 15.03
01111 - General Clerk I 14.32
01112 - General Clerk II 15.63
01113 - General Clerk III 17.54
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 17.81
01191 - Order Clerk I 17.16
01192 - Order Clerk II 18.73
01261 - Personnel Assistant (Employment) I 17.89
01262 - Personnel Assistant (Employment) II 20.03
01263 - Personnel Assistant (Employment) III 22.32
01270 - Production Control Clerk 23.99
01290 - Rental Clerk 17.22
01300 - Scheduler Maintenance 19.12
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 21.27
01410 - Supply Technician 28.90
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.17
01531 - Travel Clerk I 14.16
01532 - Travel Clerk II 14.97
01533 - Travel Clerk III 15.98
01611 - Word Processor I 15.91
01612 - Word Processor II 17.86
01613 - Word Processor III 19.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.94
05010 - Automotive Electrician 25.52
05040 - Automotive Glass Installer 24.61
05070 - Automotive Worker 24.63
05110 - Mobile Equipment Servicer 22.80
05130 - Motor Equipment Metal Mechanic 26.43
05160 - Motor Equipment Metal Worker 24.63
05190 - Motor Vehicle Mechanic 26.43
05220 - Motor Vehicle Mechanic Helper 21.76
05250 - Motor Vehicle Upholstery Worker 23.69
05280 - Motor Vehicle Wrecker 24.63
05310 - Painter Automotive 25.52
05340 - Radiator Repair Specialist 24.63
05370 - Tire Repairer 17.24
05400 - Transmission Repair Specialist 26.43
07000 - Food Preparation And Service Occupations
07010 - Baker 13.84
07041 - Cook I 15.72
07042 - Cook II 16.74
07070 - Dishwasher 10.60
07130 - Food Service Worker 11.69
07210 - Meat Cutter 21.37

07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.47
09040 - Furniture Handler	21.10
09080 - Furniture Refinisher	27.72
09090 - Furniture Refinisher Helper	23.64
09110 - Furniture Repairer Minor	25.73
09130 - Upholsterer	27.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.62
11060 - Elevator Operator	14.46
11090 - Gardener	17.70
11122 - Housekeeping Aide	14.46
11150 - Janitor	14.46
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	11.82
11260 - Pruner	14.13
11270 - Tractor Operator	16.89
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	15.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	22.69
12012 - Certified Occupational Therapist Assistant	31.12
12015 - Certified Physical Therapist Assistant	31.12
12020 - Dental Assistant	22.20
12025 - Dental Hygienist	46.48
12030 - EKG Technician	36.69
12035 - Electroneurodiagnostic Technologist	36.69
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	20.27
12072 - Licensed Practical Nurse II	22.69
12073 - Licensed Practical Nurse III	25.28
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	29.72
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	28.30
12195 - Medical Transcriptionist	20.27
12210 - Nuclear Medicine Technologist	49.84
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	26.69
12236 - Optical Technician	20.27
12250 - Pharmacy Technician	19.06
12280 - Phlebotomist	17.52
12305 - Radiologic Technologist	31.09
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.98

12313 - Registered Nurse II Specialist		32.98
12314 - Registered Nurse III		39.90
12315 - Registered Nurse III Anesthetist		39.90
12316 - Registered Nurse IV		47.82
12317 - Scheduler (Drug and Alcohol Testing)		28.10
12320 - Substance Abuse Treatment Counselor		23.43
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.38
13012 - Exhibits Specialist II		28.95
13013 - Exhibits Specialist III		35.41
13041 - Illustrator I		23.38
13042 - Illustrator II		28.95
13043 - Illustrator III		35.41
13047 - Librarian		32.55
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.26
13058 - Library Technician		23.65
13061 - Media Specialist I		20.89
13062 - Media Specialist II		23.38
13063 - Media Specialist III		26.05
13071 - Photographer I		18.07
13072 - Photographer II		20.54
13073 - Photographer III		25.65
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13090 - Technical Order Library Clerk		19.14
13110 - Video Teleconference Technician		28.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		40.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		37.58

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 27.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.76
15086 - Maintenance Test Pilot Rotary Wing 43.76
15088 - Non-Maintenance Test/Co-Pilot 43.76
15090 - Technical Instructor 27.72
15095 - Technical Instructor/Course Developer 33.89
15110 - Test Proctor 22.37
15120 - Tutor 22.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.88
19040 - Tool And Die Maker 33.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.40
21030 - Material Coordinator 23.41
21040 - Material Expediter 23.41
21050 - Material Handling Laborer 15.21
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 20.40
21110 - Shipping Packer 18.01
21130 - Shipping/Receiving Clerk 18.01
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 20.40
21410 - Warehouse Specialist 20.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.20
23019 - Aircraft Logs and Records Technician 27.79
23021 - Aircraft Mechanic I 30.99
23022 - Aircraft Mechanic II 32.20
23023 - Aircraft Mechanic III 33.23
23040 - Aircraft Mechanic Helper 25.52
23050 - Aircraft Painter 29.93
23060 - Aircraft Servicer 27.79
23070 - Aircraft Survival Flight Equipment Technician 29.93
23080 - Aircraft Worker 28.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.87

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.99
23110 - Appliance Mechanic 28.88
23120 - Bicycle Repairer 24.33
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 34.16
23140 - Carpet Layer 27.87
23160 - Electrician Maintenance 30.38
23181 - Electronics Technician Maintenance I 30.77
23182 - Electronics Technician Maintenance II 31.89
23183 - Electronics Technician Maintenance III 33.02
23260 - Fabric Worker 26.81
23290 - Fire Alarm System Mechanic 29.91
23310 - Fire Extinguisher Repairer 25.80
23311 - Fuel Distribution System Mechanic 29.91
23312 - Fuel Distribution System Operator 25.80
23370 - General Maintenance Worker 22.36
23380 - Ground Support Equipment Mechanic 30.99
23381 - Ground Support Equipment Servicer 27.79
23382 - Ground Support Equipment Worker 28.87
23391 - Gunsmith I 27.62
23392 - Gunsmith II 27.87
23393 - Gunsmith III 29.91
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.86
23430 - Heavy Equipment Mechanic 29.52
23440 - Heavy Equipment Operator 37.04
23460 - Instrument Mechanic 29.91
23465 - Laboratory/Shelter Mechanic 28.88
23470 - Laborer 15.83
23510 - Locksmith 28.02
23530 - Machinery Maintenance Mechanic 27.60
23550 - Machinist Maintenance 27.59
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 29.91
23592 - Metrology Technician II 31.07
23593 - Metrology Technician III 32.07
23640 - Millwright 29.91
23710 - Office Appliance Repairer 25.37
23760 - Painter Maintenance 25.19
23790 - Pipefitter Maintenance 30.39
23810 - Plumber Maintenance 29.06
23820 - Pneudraulic Systems Mechanic 29.91
23850 - Rigger 29.91
23870 - Scale Mechanic 27.87
23890 - Sheet-Metal Worker Maintenance 32.44
23910 - Small Engine Mechanic 27.87
23931 - Telecommunications Mechanic I 30.37

23932 - Telecommunications Mechanic II 31.55
23950 - Telephone Lineman 36.01
23960 - Welder Combination Maintenance 27.83
23965 - Well Driller 29.91
23970 - Woodcraft Worker 29.91
23980 - Woodworker 25.80
24000 - Personal Needs Occupations
24550 - Case Manager 16.45
24570 - Child Care Attendant 13.02
24580 - Child Care Center Clerk 16.24
24610 - Chore Aide 13.87
24620 - Family Readiness And Support Services Coordinator 16.45
24630 - Homemaker 17.02
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.80
25040 - Sewage Plant Operator 29.07
25070 - Stationary Engineer 26.80
25190 - Ventilation Equipment Tender 22.07
25210 - Water Treatment Plant Operator 29.07
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.52
27007 - Baggage Inspector 14.14
27008 - Corrections Officer 32.33
27010 - Court Security Officer 36.87
27030 - Detection Dog Handler 18.63
27040 - Detention Officer 32.33
27070 - Firefighter 37.65
27101 - Guard I 14.14
27102 - Guard II 18.63
27131 - Police Officer I 38.24
27132 - Police Officer II 42.50
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.87
28042 - Carnival Equipment Repairer 14.54
28043 - Carnival Worker 11.72
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 11.54
28515 - Recreation Specialist 19.34
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 20.24
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.87
29020 - Hatch Tender 27.87
29030 - Line Handler 27.87
29041 - Stevedore I 26.81
29042 - Stevedore II 28.88
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 42.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.14
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 27.94
30051 - Cryogenic Technician I 30.95
30052 - Cryogenic Technician II 34.19
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 20.01
30083 - Engineering Technician III 24.23
30084 - Engineering Technician IV 29.51
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 37.71
30090 - Environmental Technician 26.92
30095 - Evidence Control Specialist 24.20
30210 - Laboratory Technician 25.88
30221 - Latent Fingerprint Technician I 30.95
30222 - Latent Fingerprint Technician II 34.19
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 20.76
30362 - Paralegal/Legal Assistant II 25.71
30363 - Paralegal/Legal Assistant III 31.45
30364 - Paralegal/Legal Assistant IV 38.04
30375 - Petroleum Supply Specialist 29.61
30390 - Photo-Optics Technician 28.22
30395 - Radiation Control Technician 29.61
30461 - Technical Writer I 23.84
30462 - Technical Writer II 29.15
30463 - Technical Writer III 37.90
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 31.21
30502 - Weather Forecaster II 34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 19.91
31030 - Bus Driver 24.28

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	10.89
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	13.45
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	13.33
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	30.58
99310 - Mortician	31.70
99410 - Pest Controller	19.11
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	20.74
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.46
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	23.73
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	25.58
99842 - Vending Machine Repairer Helper	21.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4191
Revision No.: 14
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Burlington Camden Gloucester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		32.88
01035 - Court Reporter		25.95
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		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		15.38
01112 - General Clerk II		16.78

01113 - General Clerk III 18.85
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 15.88
01191 - Order Clerk I 15.61
01192 - Order Clerk II 17.03
01261 - Personnel Assistant (Employment) I 16.96
01262 - Personnel Assistant (Employment) II 18.98
01263 - Personnel Assistant (Employment) III 21.15
01270 - Production Control Clerk 25.39
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 17.55
01410 - Supply Technician 32.88
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 15.77
01531 - Travel Clerk I 17.17
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 19.39
01611 - Word Processor I 15.94
01612 - Word Processor II 17.89
01613 - Word Processor III 20.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.61
05010 - Automotive Electrician 23.26
05040 - Automotive Glass Installer 22.45
05070 - Automotive Worker 22.45
05110 - Mobile Equipment Servicer 20.79
05130 - Motor Equipment Metal Mechanic 24.09
05160 - Motor Equipment Metal Worker 22.45
05190 - Motor Vehicle Mechanic 24.09
05220 - Motor Vehicle Mechanic Helper 19.84
05250 - Motor Vehicle Upholstery Worker 21.59
05280 - Motor Vehicle Wrecker 22.45
05310 - Painter Automotive 23.26
05340 - Radiator Repair Specialist 22.45
05370 - Tire Repairer 14.89
05400 - Transmission Repair Specialist 24.09
07000 - Food Preparation And Service Occupations
07010 - Baker 13.05
07041 - Cook I 17.11
07042 - Cook II 18.84
07070 - Dishwasher 11.41
07130 - Food Service Worker 11.88
07210 - Meat Cutter 21.89
07260 - Waiter/Waitress 11.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.52

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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.81
11060 - Elevator Operator 14.42
11090 - Gardener 20.11
11122 - Housekeeping Aide 14.42
11150 - Janitor 14.42
11210 - Laborer Grounds Maintenance 16.44
11240 - Maid or Houseman 13.48
11260 - Pruner 15.18
11270 - Tractor Operator 18.94
11330 - Trail Maintenance Worker 16.44
11360 - Window Cleaner 15.62
12000 - Health Occupations
12010 - Ambulance Driver 19.23
12011 - Breath Alcohol Technician 25.00
12012 - Certified Occupational Therapist Assistant 30.49
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 21.28
12025 - Dental Hygienist 42.78
12030 - EKG Technician 35.61
12035 - Electroneurodiagnostic Technologist 35.61
12040 - Emergency Medical Technician 19.23
12071 - Licensed Practical Nurse I 22.36
12072 - Licensed Practical Nurse II 25.00
12073 - Licensed Practical Nurse III 27.87
12100 - Medical Assistant 17.42
12130 - Medical Laboratory Technician 28.18
12160 - Medical Record Clerk 20.59
12190 - Medical Record Technician 24.61
12195 - Medical Transcriptionist 18.90
12210 - Nuclear Medicine Technologist 42.50
12221 - Nursing Assistant I 12.80
12222 - Nursing Assistant II 14.38
12223 - Nursing Assistant III 15.69
12224 - Nursing Assistant IV 17.62
12235 - Optical Dispenser 28.65
12236 - Optical Technician 20.09
12250 - Pharmacy Technician 15.59
12280 - Phlebotomist 18.63
12305 - Radiologic Technologist 32.24
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)		30.96
12320 - Substance Abuse Treatment Counselor		24.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		19.39
13061 - Media Specialist I		19.99
13062 - Media Specialist II		22.37
13063 - Media Specialist III		24.93
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		16.98
13110 - Video Teleconference Technician		23.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.35
14042 - Computer Operator II		22.77
14043 - Computer Operator III		25.37
14044 - Computer Operator IV		28.20
14045 - Computer Operator V		31.23
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.35
14160 - Personal Computer Support Technician		28.20
14170 - System Support Specialist		34.68
15000 - Instructional Occupations		
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		38.04
15070 - Flight Instructor (Pilot)		48.70
15080 - Graphic Artist		28.17
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.48
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.24
19040 - Tool And Die Maker 29.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 25.30
21040 - Material Expediter 25.30
21050 - Material Handling Laborer 14.91
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 17.10
21150 - Stock Clerk 21.29
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.35
23019 - Aircraft Logs and Records Technician 32.54
23021 - Aircraft Mechanic I 36.87
23022 - Aircraft Mechanic II 38.35
23023 - Aircraft Mechanic III 39.71
23040 - Aircraft Mechanic Helper 29.08
23050 - Aircraft Painter 35.51
23060 - Aircraft Servicer 32.54
23070 - Aircraft Survival Flight Equipment Technician 35.51
23080 - Aircraft Worker 34.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.87
23110 - Appliance Mechanic 27.62

23120 - Bicycle Repairer 18.69
23125 - Cable Splicer 41.86
23130 - Carpenter Maintenance 28.13
23140 - Carpet Layer 27.31
23160 - Electrician Maintenance 34.30
23181 - Electronics Technician Maintenance I 28.22
23182 - Electronics Technician Maintenance II 29.46
23183 - Electronics Technician Maintenance III 30.59
23260 - Fabric Worker 27.57
23290 - Fire Alarm System Mechanic 25.95
23310 - Fire Extinguisher Repairer 25.50
23311 - Fuel Distribution System Mechanic 30.59
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.92
23380 - Ground Support Equipment Mechanic 36.87
23381 - Ground Support Equipment Servicer 32.54
23382 - Ground Support Equipment Worker 34.01
23391 - Gunsmith I 25.50
23392 - Gunsmith II 27.54
23393 - Gunsmith III 29.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.19
23430 - Heavy Equipment Mechanic 27.98
23440 - Heavy Equipment Operator 34.13
23460 - Instrument Mechanic 35.63
23465 - Laboratory/Shelter Mechanic 28.60
23470 - Laborer 15.83
23510 - Locksmith 32.33
23530 - Machinery Maintenance Mechanic 29.09
23550 - Machinist Maintenance 27.78
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 35.63
23592 - Metrology Technician II 37.07
23593 - Metrology Technician III 38.39
23640 - Millwright 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 23.53
23790 - Pipefitter Maintenance 31.06
23810 - Plumber Maintenance 29.66
23820 - Pneudraulic Systems Mechanic 29.70
23850 - Rigger 29.56
23870 - Scale Mechanic 27.54
23890 - Sheet-Metal Worker Maintenance 32.29
23910 - Small Engine Mechanic 20.67
23931 - Telecommunications Mechanic I 28.70
23932 - Telecommunications Mechanic II 29.85
23950 - Telephone Lineman 40.40
23960 - Welder Combination Maintenance 23.14

23965 - Well Driller		28.93
23970 - Woodcraft Worker		29.70
23980 - Woodworker		25.48
24000 - Personal Needs Occupations		
24550 - Case Manager		17.66
24570 - Child Care Attendant		12.00
24580 - Child Care Center Clerk		14.96
24610 - Chore Aide		12.72
24620 - Family Readiness And Support Services Coordinator		17.66
24630 - Homemaker		17.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.28
25040 - Sewage Plant Operator		28.06
25070 - Stationary Engineer		31.28
25190 - Ventilation Equipment Tender		24.67
25210 - Water Treatment Plant Operator		28.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.42
27007 - Baggage Inspector		15.06
27008 - Corrections Officer		32.33
27010 - Court Security Officer		33.73
27030 - Detection Dog Handler		18.81
27040 - Detention Officer		32.33
27070 - Firefighter		34.48
27101 - Guard I		15.06
27102 - Guard II		18.81
27131 - Police Officer I		32.97
27132 - Police Officer II		36.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.11
28042 - Carnival Equipment Repairer		13.93
28043 - Carnival Worker		10.55
28210 - Gate Attendant/Gate Tender		16.54
28310 - Lifeguard		12.78
28350 - Park Attendant (Aide)		18.49
28510 - Recreation Aide/Health Facility Attendant		13.49
28515 - Recreation Specialist		22.91
28630 - Sports Official		14.72
28690 - Swimming Pool Operator		17.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.59
29020 - Hatch Tender		28.59
29030 - Line Handler		28.59
29041 - Stevedore I		27.35
29042 - Stevedore II		29.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.25

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		28.60
30051 - Cryogenic Technician I		31.21
30052 - Cryogenic Technician II		34.19
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		18.23
30082 - Engineering Technician II		20.47
30083 - Engineering Technician III		23.23
30084 - Engineering Technician IV		28.83
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		25.04
30095 - Evidence Control Specialist		27.95
30210 - Laboratory Technician		28.46
30221 - Latent Fingerprint Technician I		30.95
30222 - Latent Fingerprint Technician II		34.19
30240 - Mathematical Technician		31.00
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		34.19
30390 - Photo-Optics Technician		28.18
30395 - Radiation Control Technician		34.19
30461 - Technical Writer I		25.39
30462 - Technical Writer II		31.06
30463 - Technical Writer III		37.59
30491 - Unexploded Ordnance (UXO) Technician I		27.83
30492 - Unexploded Ordnance (UXO) Technician II		33.67
30493 - Unexploded Ordnance (UXO) Technician III		40.36
30494 - Unexploded (UXO) Safety Escort		27.83
30495 - Unexploded (UXO) Sweep Personnel		27.83
30501 - Weather Forecaster I		31.21
30502 - Weather Forecaster II		37.65
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.67
31020 - Bus Aide		18.08
31030 - Bus Driver		22.26
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	15.76
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	24.36
31364 - Truckdriver Tractor-Trailer	24.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	27.83
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	35.04
99310 - Mortician	34.20
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	20.59
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.33
99810 - Sales Clerk	12.57
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	27.03
99831 - Surveying Aide	16.03
99832 - Surveying Technician	23.70
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.40

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4192
Revision No.: 13
Date Of Last Revision: 04/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Burlington Camden Gloucester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.45
01020 - Administrative Assistant		31.60
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		14.69
01042 - Customer Service Representative II		16.52
01043 - Customer Service Representative III		18.03
01051 - Data Entry Operator I		15.30
01052 - Data Entry Operator II		16.69
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		16.69

01090 - Duplicating Machine Operator 16.69
01111 - General Clerk I 14.98
01112 - General Clerk II 16.35
01113 - General Clerk III 18.35
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 15.88
01191 - Order Clerk I 15.19
01192 - Order Clerk II 16.57
01261 - Personnel Assistant (Employment) I 16.96
01262 - Personnel Assistant (Employment) II 18.98
01263 - Personnel Assistant (Employment) III 21.15
01270 - Production Control Clerk 25.39
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 17.55
01410 - Supply Technician 31.60
01420 - Survey Worker 17.95
01460 - Switchboard Operator/Receptionist 15.15
01531 - Travel Clerk I 16.24
01532 - Travel Clerk II 17.06
01533 - Travel Clerk III 18.18
01611 - Word Processor I 15.94
01612 - Word Processor II 17.89
01613 - Word Processor III 20.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.61
05010 - Automotive Electrician 23.26
05040 - Automotive Glass Installer 22.45
05070 - Automotive Worker 22.45
05110 - Mobile Equipment Servicer 20.79
05130 - Motor Equipment Metal Mechanic 24.09
05160 - Motor Equipment Metal Worker 22.45
05190 - Motor Vehicle Mechanic 24.09
05220 - Motor Vehicle Mechanic Helper 19.84
05250 - Motor Vehicle Upholstery Worker 21.59
05280 - Motor Vehicle Wrecker 22.45
05310 - Painter Automotive 23.26
05340 - Radiator Repair Specialist 22.45
05370 - Tire Repairer 14.89
05400 - Transmission Repair Specialist 24.09
07000 - Food Preparation And Service Occupations
07010 - Baker 13.05
07041 - Cook I 16.15
07042 - Cook II 17.57
07070 - Dishwasher 10.73
07130 - Food Service Worker 11.55
07210 - Meat Cutter 21.89

07260 - Waiter/Waitress	11.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.51
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	14.17
11090 - Gardener	19.47
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	16.22
11240 - Maid or Houseman	12.90
11260 - Pruner	14.97
11270 - Tractor Operator	18.55
11330 - Trail Maintenance Worker	16.22
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	42.78
12030 - EKG Technician	35.61
12035 - Electroneurodiagnostic Technologist	35.61
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.61
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	16.93
12130 - Medical Laboratory Technician	28.18
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	18.90
12210 - Nuclear Medicine Technologist	42.50
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	28.65
12236 - Optical Technician	20.09
12250 - Pharmacy Technician	15.59
12280 - Phlebotomist	18.44
12305 - Radiologic Technologist	32.24
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)		30.48
12320 - Substance Abuse Treatment Counselor		24.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		19.38
13061 - Media Specialist I		19.99
13062 - Media Specialist II		22.37
13063 - Media Specialist III		24.93
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		16.98
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		34.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		38.04

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 26.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.08
15086 - Maintenance Test Pilot Rotary Wing 47.08
15088 - Non-Maintenance Test/Co-Pilot 47.08
15090 - Technical Instructor 27.19
15095 - Technical Instructor/Course Developer 33.25
15110 - Test Proctor 21.94
15120 - Tutor 21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.24
19040 - Tool And Die Maker 29.17
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 25.30
21040 - Material Expediter 25.30
21050 - Material Handling Laborer 14.56
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.20
21130 - Shipping/Receiving Clerk 17.20
21140 - Store Worker I 17.10
21150 - Stock Clerk 21.08
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.41
23019 - Aircraft Logs and Records Technician 30.04
23021 - Aircraft Mechanic I 34.04
23022 - Aircraft Mechanic II 35.41
23023 - Aircraft Mechanic III 36.66
23040 - Aircraft Mechanic Helper 26.84
23050 - Aircraft Painter 32.78
23060 - Aircraft Servicer 30.04
23070 - Aircraft Survival Flight Equipment Technician 32.78
23080 - Aircraft Worker 31.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.04
23110 - Appliance Mechanic 27.62
23120 - Bicycle Repairer 18.28
23125 - Cable Splicer 41.86
23130 - Carpenter Maintenance 27.64
23140 - Carpet Layer 27.31
23160 - Electrician Maintenance 33.75
23181 - Electronics Technician Maintenance I 27.17
23182 - Electronics Technician Maintenance II 28.29
23183 - Electronics Technician Maintenance III 29.38
23260 - Fabric Worker 27.57
23290 - Fire Alarm System Mechanic 25.94
23310 - Fire Extinguisher Repairer 25.50
23311 - Fuel Distribution System Mechanic 30.59
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.59
23380 - Ground Support Equipment Mechanic 34.04
23381 - Ground Support Equipment Servicer 30.04
23382 - Ground Support Equipment Worker 31.40
23391 - Gunsmith I 25.50
23392 - Gunsmith II 27.54
23393 - Gunsmith III 29.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.61
23430 - Heavy Equipment Mechanic 27.98
23440 - Heavy Equipment Operator 34.13
23460 - Instrument Mechanic 35.63
23465 - Laboratory/Shelter Mechanic 28.54
23470 - Laborer 15.83
23510 - Locksmith 30.01
23530 - Machinery Maintenance Mechanic 27.65
23550 - Machinist Maintenance 25.25
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 35.63
23592 - Metrology Technician II 37.07
23593 - Metrology Technician III 38.39
23640 - Millwright 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 23.53
23790 - Pipefitter Maintenance 31.06
23810 - Plumber Maintenance 29.66
23820 - Pneudraulic Systems Mechanic 29.56
23850 - Rigger 29.56
23870 - Scale Mechanic 27.54
23890 - Sheet-Metal Worker Maintenance 32.29
23910 - Small Engine Mechanic 20.67
23931 - Telecommunications Mechanic I 27.00

23932 - Telecommunications Mechanic II 28.08
23950 - Telephone Lineman 37.73
23960 - Welder Combination Maintenance 23.10
23965 - Well Driller 28.93
23970 - Woodcraft Worker 29.56
23980 - Woodworker 25.48
24000 - Personal Needs Occupations
24550 - Case Manager 16.98
24570 - Child Care Attendant 12.00
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 12.06
24620 - Family Readiness And Support Services Coordinator 16.98
24630 - Homemaker 16.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.78
25040 - Sewage Plant Operator 27.89
25070 - Stationary Engineer 30.78
25190 - Ventilation Equipment Tender 24.27
25210 - Water Treatment Plant Operator 27.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.42
27007 - Baggage Inspector 14.50
27008 - Corrections Officer 32.33
27010 - Court Security Officer 33.73
27030 - Detection Dog Handler 18.81
27040 - Detention Officer 32.33
27070 - Firefighter 32.98
27101 - Guard I 14.50
27102 - Guard II 18.81
27131 - Police Officer I 32.16
27132 - Police Officer II 35.73
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.92
28042 - Carnival Equipment Repairer 12.66
28043 - Carnival Worker 9.59
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 12.49
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 17.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.59
29020 - Hatch Tender 28.59
29030 - Line Handler 28.59
29041 - Stevedore I 27.35
29042 - Stevedore II 29.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.18
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 28.60
30051 - Cryogenic Technician I 31.21
30052 - Cryogenic Technician II 34.19
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 18.23
30082 - Engineering Technician II 20.47
30083 - Engineering Technician III 23.23
30084 - Engineering Technician IV 28.83
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 42.58
30090 - Environmental Technician 25.04
30095 - Evidence Control Specialist 27.95
30210 - Laboratory Technician 28.25
30221 - Latent Fingerprint Technician I 30.95
30222 - Latent Fingerprint Technician II 34.19
30240 - Mathematical Technician 28.18
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 34.19
30390 - Photo-Optics Technician 28.18
30395 - Radiation Control Technician 34.19
30461 - Technical Writer I 25.22
30462 - Technical Writer II 30.85
30463 - Technical Writer III 37.33
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 31.21
30502 - Weather Forecaster II 37.65
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 18.08
31030 - Bus Driver 22.26

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	11.62
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.33
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	23.27
31364 - Truckdriver Tractor-Trailer	23.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.89
99252 - Laboratory Animal Caretaker II	14.83
99260 - Marketing Analyst	34.41
99310 - Mortician	34.20
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	15.31
99710 - Recycling Laborer	20.59
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.33
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	26.72
99831 - Surveying Aide	15.85
99832 - Surveying Technician	23.43
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	16.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4193
Revision No.: 14
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Middlesex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 17.35
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.44
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.36
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.20
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler 16.74
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 17.77
09110 - Furniture Repairer Minor 19.47
09130 - Upholsterer 21.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 24.60
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.38
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 24.60
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.99
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 20.01
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.70
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.16
13042 - Illustrator II		32.41
13043 - Illustrator III		39.18
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		23.05
13062 - Media Specialist II		25.77
13063 - Media Specialist III		28.73
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 25.10

23120 - Bicycle Repairer 17.14
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.90
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 32.31
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 34.39
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		32.44
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.72
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		13.83
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		19.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.23
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		42.23
25190 - Ventilation Equipment Tender		32.86
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		19.18
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		19.18
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.57
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		19.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.78
29020 - Hatch Tender		36.78
29030 - Line Handler		36.78
29041 - Stevedore I		34.89
29042 - Stevedore II		40.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		35.65
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.20
30502 - Weather Forecaster II		36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.54
31030 - Bus Driver		31.61
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	35.59
99831 - Surveying Aide	21.57
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	21.31
99841 - Vending Machine Repairer	25.53
99842 - Vending Machine Repairer Helper	21.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4194
Revision No.: 13
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Middlesex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator	16.26
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	15.58
01191 - Order Clerk I	17.35
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	19.66
01410 - Supply Technician	34.92
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	16.77
01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	19.02
01533 - Travel Clerk III	20.65
01611 - Word Processor I	17.87
01612 - Word Processor II	20.07
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.36
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	17.33
07042 - Cook II	19.35
07070 - Dishwasher	12.53
07130 - Food Service Worker	13.47
07210 - Meat Cutter	19.20

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.38
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		39.18
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.95
13062 - Media Specialist II		23.43
13063 - Media Specialist III		26.12
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		39.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.72

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99
15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.98
16030 - Counter Attendant 15.98
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.98
16090 - Presser Hand 15.98
16110 - Presser Machine Drycleaning 15.98
16130 - Presser Machine Shirts 15.98
16160 - Presser Machine Wearing Apparel Laundry 15.98
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 14.58
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 23.29
23120 - Bicycle Repairer 17.14
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 28.14
23182 - Electronics Technician Maintenance II 29.35
23183 - Electronics Technician Maintenance III 30.49
23260 - Fabric Worker 31.73
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 37.89
23312 - Fuel Distribution System Operator 32.31
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 41.98
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.74
23510 - Locksmith 25.05
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.16
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 22.62
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 34.39
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 22.36
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 23.01
23965 - Well Driller 32.44
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 19.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 19.18
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 19.18
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.04
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 17.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 36.78
29020 - Hatch Tender 36.78
29030 - Line Handler 36.78
29041 - Stevedore I 34.89
29042 - Stevedore II 40.36
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.73
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 29.82
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.16
30082 - Engineering Technician II 22.24
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 29.77
30222 - Latent Fingerprint Technician II 32.88
30240 - Mathematical Technician 32.41
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.80
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 22.31
31030 - Bus Driver 28.74

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	16.04
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	15.25
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	36.92
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	31.86
99711 - Recycling Specialist	36.43
99730 - Refuse Collector	29.57
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	34.83
99831 - Surveying Aide	21.11
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	19.37
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4195
Revision No.: 14
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Monmouth Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 16.05
01192 - Order Clerk II 17.52
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.44
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.95
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 16.05
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.44
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.58

09040 - Furniture Handler 15.61
09080 - Furniture Refinisher 18.79
09090 - Furniture Refinisher Helper 15.48
09110 - Furniture Repairer Minor 17.10
09130 - Upholsterer 19.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 24.39
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.38
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 24.39
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 22.19
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 21.99
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 20.01
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.70
12236 - Optical Technician 18.46
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		27.04
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		23.36
13061 - Media Specialist I		23.39
13062 - Media Specialist II		26.16
13063 - Media Specialist III		29.16
13071 - Photographer I		20.06
13072 - Photographer II		24.10
13073 - Photographer III		31.90
13074 - Photographer IV		37.88
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		31.63
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 29.88
15095 - Technical Instructor/Course Developer 36.55
15110 - Test Proctor 24.12
15120 - Tutor 24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 17.13
16030 - Counter Attendant 17.13
16040 - Dry Cleaner 19.58
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 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 25.10

23120 - Bicycle Repairer 16.46
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.97
23140 - Carpet Layer 27.62
23160 - Electrician Maintenance 40.52
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.52
23260 - Fabric Worker 34.90
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 32.23
23370 - General Maintenance Worker 23.75
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 31.98
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 31.98
23592 - Metrology Technician II 33.23
23593 - Metrology Technician III 34.48
23640 - Millwright 40.73
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 25.15
23790 - Pipefitter Maintenance 32.76
23810 - Plumber Maintenance 31.53
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 34.39
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		32.44
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.72
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		13.83
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		18.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.23
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		42.23
25190 - Ventilation Equipment Tender		32.86
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.57
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		21.52
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.78
29020 - Hatch Tender		36.78
29030 - Line Handler		36.78
29041 - Stevedore I		33.98
29042 - Stevedore II		36.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		29.82
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.28
30082 - Engineering Technician II		22.03
30083 - Engineering Technician III		24.65
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		29.77
30222 - Latent Fingerprint Technician II		32.88
30240 - Mathematical Technician		35.65
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		28.45
30462 - Technical Writer II		34.80
30463 - Technical Writer III		42.11
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.20
30502 - Weather Forecaster II		36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		24.54
31030 - Bus Driver		31.61
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.22
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	29.92
99831 - Surveying Aide	17.82
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer Helper	22.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4196
Revision No.: 13
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Monmouth Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.58
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.14
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.27
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 19.99
01410 - Supply Technician 34.92
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.56
01532 - Travel Clerk II 18.91
01533 - Travel Clerk III 20.52
01611 - Word Processor I 17.87
01612 - Word Processor II 20.07
01613 - Word Processor III 22.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.95
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 14.59
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 17.33
07042 - Cook II 19.35
07070 - Dishwasher 12.53
07130 - Food Service Worker 13.47
07210 - Meat Cutter 19.44

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.44
09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.79
09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.39
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	47.38
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	24.39
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	33.00
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		27.04
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		23.36
13061 - Media Specialist I		22.39
13062 - Media Specialist II		25.16
13063 - Media Specialist III		27.93
13071 - Photographer I		20.06
13072 - Photographer II		24.10
13073 - Photographer III		31.90
13074 - Photographer IV		37.88
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
14170 - System Support Specialist		39.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		36.60

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 30.86
15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99
15086 - Maintenance Test Pilot Rotary Wing 51.99
15088 - Non-Maintenance Test/Co-Pilot 51.99
15090 - Technical Instructor 28.83
15095 - Technical Instructor/Course Developer 35.26
15110 - Test Proctor 23.27
15120 - Tutor 23.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.98
16030 - Counter Attendant 15.98
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 15.98
16090 - Presser Hand 15.98
16110 - Presser Machine Drycleaning 15.98
16130 - Presser Machine Shirts 15.98
16160 - Presser Machine Wearing Apparel Laundry 15.98
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 16.74
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 14.58
21071 - Order Filler 15.40
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.12
23110 - Appliance Mechanic	24.11
23120 - Bicycle Repairer	16.46
23125 - Cable Splicer	43.33
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.62
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician Maintenance I	28.14
23182 - Electronics Technician Maintenance II	29.35
23183 - Electronics Technician Maintenance III	30.49
23260 - Fabric Worker	31.73
23290 - Fire Alarm System Mechanic	27.82
23310 - Fire Extinguisher Repairer	27.68
23311 - Fuel Distribution System Mechanic	37.89
23312 - Fuel Distribution System Operator	31.32
23370 - General Maintenance Worker	23.33
23380 - Ground Support Equipment Mechanic	36.12
23381 - Ground Support Equipment Servicer	31.63
23382 - Ground Support Equipment Worker	33.34
23391 - Gunsmith I	27.68
23392 - Gunsmith II	30.90
23393 - Gunsmith III	33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.93
23430 - Heavy Equipment Mechanic	30.64
23440 - Heavy Equipment Operator	41.98
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.23
23470 - Laborer	14.58
23510 - Locksmith	25.05
23530 - Machinery Maintenance Mechanic	28.93
23550 - Machinist Maintenance	23.16
23580 - Maintenance Trades Helper	16.82
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	22.62
23760 - Painter Maintenance	23.47
23790 - Pipefitter Maintenance	32.76
23810 - Plumber Maintenance	31.53
23820 - Pneudraulic Systems Mechanic	33.48
23850 - Rigger	34.39
23870 - Scale Mechanic	30.90
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic I	35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 32.44
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 17.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.60
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 39.60
25190 - Ventilation Equipment Tender 30.81
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.54
27010 - Court Security Officer 37.90
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.54
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 38.31
27132 - Police Officer II 42.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.04
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 21.52
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 36.78
29020 - Hatch Tender 36.78
29030 - Line Handler 36.78
29041 - Stevedore I 33.98
29042 - Stevedore II 36.75
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 29.82
30051 - Cryogenic Technician I 29.64
30052 - Cryogenic Technician II 32.74
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.28
30082 - Engineering Technician II 22.03
30083 - Engineering Technician III 24.65
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 26.77
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 29.77
30222 - Latent Fingerprint Technician II 32.88
30240 - Mathematical Technician 32.41
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.74
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.74
30461 - Technical Writer I 28.45
30462 - Technical Writer II 34.80
30463 - Technical Writer III 42.11
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 22.31
31030 - Bus Driver 28.74

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.93
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	16.04
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	15.25
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	36.92
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	32.72
99711 - Recycling Specialist	37.45
99730 - Refuse Collector	30.40
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	29.28
99831 - Surveying Aide	17.44
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	20.16
99841 - Vending Machine Repairer	23.91
99842 - Vending Machine Repairer Helper	20.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4197
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cape May

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.59
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		19.58
01020 - Administrative Assistant		31.20
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		16.57
01052 - Data Entry Operator II		18.09
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		14.93
01090 - Duplicating Machine Operator		14.93
01111 - General Clerk I		14.44
01112 - General Clerk II		15.76

01113 - General Clerk III 17.69
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 17.30
01192 - Order Clerk II 18.88
01261 - Personnel Assistant (Employment) I 17.94
01262 - Personnel Assistant (Employment) II 20.07
01263 - Personnel Assistant (Employment) III 22.38
01270 - Production Control Clerk 24.11
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 19.12
01410 - Supply Technician 31.20
01420 - Survey Worker 18.55
01460 - Switchboard Operator/Receptionist 14.72
01531 - Travel Clerk I 13.35
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 15.15
01611 - Word Processor I 16.83
01612 - Word Processor II 18.89
01613 - Word Processor III 21.14
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.88
05010 - Automotive Electrician 22.35
05040 - Automotive Glass Installer 20.98
05070 - Automotive Worker 21.67
05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.83
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 18.07
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 14.35
07041 - Cook I 16.03
07042 - Cook II 17.31
07070 - Dishwasher 11.09
07130 - Food Service Worker 11.69
07210 - Meat Cutter 21.71
07260 - Waiter/Waitress 12.55
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.50

09040 - Furniture Handler 18.68
09080 - Furniture Refinisher 24.54
09090 - Furniture Refinisher Helper 20.93
09110 - Furniture Repairer Minor 22.78
09130 - Upholsterer 24.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.09
11060 - Elevator Operator 14.38
11090 - Gardener 17.51
11122 - Housekeeping Aide 14.38
11150 - Janitor 14.38
11210 - Laborer Grounds Maintenance 14.91
11240 - Maid or Houseman 11.93
11260 - Pruner 13.98
11270 - Tractor Operator 16.71
11330 - Trail Maintenance Worker 14.91
11360 - Window Cleaner 15.33
12000 - Health Occupations
12010 - Ambulance Driver 21.15
12011 - Breath Alcohol Technician 23.08
12012 - Certified Occupational Therapist Assistant 31.66
12015 - Certified Physical Therapist Assistant 31.23
12020 - Dental Assistant 23.75
12025 - Dental Hygienist 47.40
12030 - EKG Technician 35.45
12035 - Electroneurodiagnostic Technologist 35.45
12040 - Emergency Medical Technician 21.15
12071 - Licensed Practical Nurse I 20.91
12072 - Licensed Practical Nurse II 23.40
12073 - Licensed Practical Nurse III 26.09
12100 - Medical Assistant 16.36
12130 - Medical Laboratory Technician 25.62
12160 - Medical Record Clerk 17.02
12190 - Medical Record Technician 28.40
12195 - Medical Transcriptionist 20.63
12210 - Nuclear Medicine Technologist 50.01
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.27
12223 - Nursing Assistant III 14.48
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 23.40
12236 - Optical Technician 20.63
12250 - Pharmacy Technician 16.55
12280 - Phlebotomist 20.34
12305 - Radiologic Technologist 32.32
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)		28.59
12320 - Substance Abuse Treatment Counselor		34.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.00
13012 - Exhibits Specialist II		29.74
13013 - Exhibits Specialist III		36.39
13041 - Illustrator I		24.25
13042 - Illustrator II		30.05
13043 - Illustrator III		36.75
13047 - Librarian		33.27
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		30.05
13058 - Library Technician		22.31
13061 - Media Specialist I		21.45
13062 - Media Specialist II		24.00
13063 - Media Specialist III		26.79
13071 - Photographer I		21.45
13072 - Photographer II		24.00
13073 - Photographer III		29.74
13074 - Photographer IV		36.39
13075 - Photographer V		44.01
13090 - Technical Order Library Clerk		21.82
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		29.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.95

15086 - Maintenance Test Pilot Rotary Wing 40.95
15088 - Non-Maintenance Test/Co-Pilot 40.95
15090 - Technical Instructor 23.41
15095 - Technical Instructor/Course Developer 29.27
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.81
16030 - Counter Attendant 11.81
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 11.81
16090 - Presser Hand 11.81
16110 - Presser Machine Drycleaning 11.81
16130 - Presser Machine Shirts 11.81
16160 - Presser Machine Wearing Apparel Laundry 11.81
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.53
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.70
21030 - Material Coordinator 21.51
21040 - Material Expediter 21.51
21050 - Material Handling Laborer 13.38
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 20.70
21110 - Shipping Packer 19.91
21130 - Shipping/Receiving Clerk 19.91
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 20.70
21410 - Warehouse Specialist 20.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 23.98
23021 - Aircraft Mechanic I 27.48
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.43
23040 - Aircraft Mechanic Helper 22.62
23050 - Aircraft Painter 25.65
23060 - Aircraft Servicer 23.98
23070 - Aircraft Survival Flight Equipment Technician 25.65
23080 - Aircraft Worker 23.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.48
23110 - Appliance Mechanic 24.54

23120 - Bicycle Repairer 20.74
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 24.83
23160 - Electrician Maintenance 27.23
23181 - Electronics Technician Maintenance I 24.75
23182 - Electronics Technician Maintenance II 26.66
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 23.98
23290 - Fire Alarm System Mechanic 25.51
23310 - Fire Extinguisher Repairer 23.10
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 23.16
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 27.48
23381 - Ground Support Equipment Servicer 23.98
23382 - Ground Support Equipment Worker 23.95
23391 - Gunsmith I 23.10
23392 - Gunsmith II 24.92
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 25.41
23440 - Heavy Equipment Operator 27.89
23460 - Instrument Mechanic 26.76
23465 - Laboratory/Shelter Mechanic 25.83
23470 - Laborer 15.83
23510 - Locksmith 24.54
23530 - Machinery Maintenance Mechanic 25.41
23550 - Machinist Maintenance 25.41
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 26.76
23592 - Metrology Technician II 27.81
23593 - Metrology Technician III 28.69
23640 - Millwright 26.76
23710 - Office Appliance Repairer 24.54
23760 - Painter Maintenance 24.18
23790 - Pipefitter Maintenance 30.39
23810 - Plumber Maintenance 28.45
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 26.76
23870 - Scale Mechanic 25.73
23890 - Sheet-Metal Worker Maintenance 29.49
23910 - Small Engine Mechanic 23.66
23931 - Telecommunications Mechanic I 27.82
23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 28.29
23960 - Welder Combination Maintenance 25.30

23965 - Well Driller		25.41
23970 - Woodcraft Worker		26.76
23980 - Woodworker		23.89
24000 - Personal Needs Occupations		
24550 - Case Manager		18.89
24570 - Child Care Attendant		12.46
24580 - Child Care Center Clerk		15.54
24610 - Chore Aide		18.05
24620 - Family Readiness And Support Services Coordinator		18.89
24630 - Homemaker		18.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.40
25040 - Sewage Plant Operator		24.54
25070 - Stationary Engineer		25.40
25190 - Ventilation Equipment Tender		20.93
25210 - Water Treatment Plant Operator		25.54
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.60
27007 - Baggage Inspector		14.73
27008 - Corrections Officer		24.29
27010 - Court Security Officer		27.70
27030 - Detection Dog Handler		18.63
27040 - Detention Officer		24.29
27070 - Firefighter		29.98
27101 - Guard I		14.73
27102 - Guard II		18.63
27131 - Police Officer I		31.47
27132 - Police Officer II		34.97
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.82
28042 - Carnival Equipment Repairer		14.48
28043 - Carnival Worker		11.56
28210 - Gate Attendant/Gate Tender		16.04
28310 - Lifeguard		13.77
28350 - Park Attendant (Aide)		17.94
28510 - Recreation Aide/Health Facility Attendant		12.62
28515 - Recreation Specialist		21.43
28630 - Sports Official		14.29
28690 - Swimming Pool Operator		20.24
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.93

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		29.51
30030 - Cartographic Technician		29.51
30040 - Civil Engineering Technician		29.51
30051 - Cryogenic Technician I		31.21
30052 - Cryogenic Technician II		34.47
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.19
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		29.40
30095 - Evidence Control Specialist		29.51
30210 - Laboratory Technician		25.36
30221 - Latent Fingerprint Technician I		31.21
30222 - Latent Fingerprint Technician II		34.47
30240 - Mathematical Technician		29.51
30361 - Paralegal/Legal Assistant I		20.76
30362 - Paralegal/Legal Assistant II		25.71
30363 - Paralegal/Legal Assistant III		31.45
30364 - Paralegal/Legal Assistant IV		38.04
30375 - Petroleum Supply Specialist		35.18
30390 - Photo-Optics Technician		29.51
30395 - Radiation Control Technician		35.18
30461 - Technical Writer I		23.14
30462 - Technical Writer II		28.31
30463 - Technical Writer III		37.71
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		31.21
30502 - Weather Forecaster II		37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	28.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.34
31020 - Bus Aide		16.66
31030 - Bus Driver		19.13
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		11.42
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	14.76
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	20.40
31364 - Truckdriver Tractor-Trailer	20.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	25.91
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	22.31
99730 - Refuse Collector	18.67
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	19.27
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4198
Revision No.: 14
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cape May

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.59
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		19.58
01020 - Administrative Assistant		31.20
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		16.57
01052 - Data Entry Operator II		18.09
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		14.93

01090 - Duplicating Machine Operator	14.93
01111 - General Clerk I	14.44
01112 - General Clerk II	15.76
01113 - General Clerk III	17.69
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	12.91
01191 - Order Clerk I	17.30
01192 - Order Clerk II	18.88
01261 - Personnel Assistant (Employment) I	17.94
01262 - Personnel Assistant (Employment) II	20.07
01263 - Personnel Assistant (Employment) III	22.38
01270 - Production Control Clerk	24.11
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	19.12
01410 - Supply Technician	31.20
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.35
01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	15.15
01611 - Word Processor I	16.83
01612 - Word Processor II	18.89
01613 - Word Processor III	21.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.88
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.83
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	18.07
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.35
07041 - Cook I	16.03
07042 - Cook II	17.31
07070 - Dishwasher	11.09
07130 - Food Service Worker	11.69
07210 - Meat Cutter	21.71

07260 - Waiter/Waitress	12.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.50
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	24.54
09090 - Furniture Refinisher Helper	20.93
09110 - Furniture Repairer Minor	22.78
09130 - Upholsterer	24.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.09
11060 - Elevator Operator	14.38
11090 - Gardener	17.51
11122 - Housekeeping Aide	14.38
11150 - Janitor	14.38
11210 - Laborer Grounds Maintenance	14.91
11240 - Maid or Houseman	11.93
11260 - Pruner	13.98
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.91
11360 - Window Cleaner	15.33
12000 - Health Occupations	
12010 - Ambulance Driver	21.15
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	31.66
12015 - Certified Physical Therapist Assistant	31.23
12020 - Dental Assistant	23.75
12025 - Dental Hygienist	47.40
12030 - EKG Technician	35.45
12035 - Electroneurodiagnostic Technologist	35.45
12040 - Emergency Medical Technician	21.15
12071 - Licensed Practical Nurse I	20.91
12072 - Licensed Practical Nurse II	23.40
12073 - Licensed Practical Nurse III	26.09
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	25.62
12160 - Medical Record Clerk	17.02
12190 - Medical Record Technician	28.40
12195 - Medical Transcriptionist	20.63
12210 - Nuclear Medicine Technologist	50.01
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	23.40
12236 - Optical Technician	20.63
12250 - Pharmacy Technician	16.55
12280 - Phlebotomist	20.34
12305 - Radiologic Technologist	32.32
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)		28.59
12320 - Substance Abuse Treatment Counselor		34.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.00
13012 - Exhibits Specialist II		29.74
13013 - Exhibits Specialist III		36.39
13041 - Illustrator I		24.25
13042 - Illustrator II		30.05
13043 - Illustrator III		36.75
13047 - Librarian		33.27
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		30.05
13058 - Library Technician		22.31
13061 - Media Specialist I		21.45
13062 - Media Specialist II		24.00
13063 - Media Specialist III		26.79
13071 - Photographer I		21.45
13072 - Photographer II		24.00
13073 - Photographer III		29.74
13074 - Photographer IV		36.39
13075 - Photographer V		44.01
13090 - Technical Order Library Clerk		21.82
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.83

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 29.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.95
15086 - Maintenance Test Pilot Rotary Wing 40.95
15088 - Non-Maintenance Test/Co-Pilot 40.95
15090 - Technical Instructor 23.41
15095 - Technical Instructor/Course Developer 29.27
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.81
16030 - Counter Attendant 11.81
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 11.81
16090 - Presser Hand 11.81
16110 - Presser Machine Drycleaning 11.81
16130 - Presser Machine Shirts 11.81
16160 - Presser Machine Wearing Apparel Laundry 11.81
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.53
19040 - Tool And Die Maker 28.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.70
21030 - Material Coordinator 21.51
21040 - Material Expediter 21.51
21050 - Material Handling Laborer 13.38
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 20.70
21110 - Shipping Packer 19.91
21130 - Shipping/Receiving Clerk 19.91
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 20.70
21410 - Warehouse Specialist 20.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23019 - Aircraft Logs and Records Technician 23.98
23021 - Aircraft Mechanic I 27.48
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.43
23040 - Aircraft Mechanic Helper 22.62
23050 - Aircraft Painter 25.65
23060 - Aircraft Servicer 23.98
23070 - Aircraft Survival Flight Equipment Technician 25.65
23080 - Aircraft Worker 23.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.68

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.48
23110 - Appliance Mechanic 24.54
23120 - Bicycle Repairer 20.74
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 24.83
23160 - Electrician Maintenance 27.23
23181 - Electronics Technician Maintenance I 24.75
23182 - Electronics Technician Maintenance II 26.66
23183 - Electronics Technician Maintenance III 27.60
23260 - Fabric Worker 23.98
23290 - Fire Alarm System Mechanic 25.51
23310 - Fire Extinguisher Repairer 23.10
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 23.16
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 27.48
23381 - Ground Support Equipment Servicer 23.98
23382 - Ground Support Equipment Worker 23.95
23391 - Gunsmith I 23.10
23392 - Gunsmith II 24.92
23393 - Gunsmith III 26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 25.41
23440 - Heavy Equipment Operator 27.89
23460 - Instrument Mechanic 26.76
23465 - Laboratory/Shelter Mechanic 25.83
23470 - Laborer 15.83
23510 - Locksmith 24.54
23530 - Machinery Maintenance Mechanic 25.41
23550 - Machinist Maintenance 25.41
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 26.76
23592 - Metrology Technician II 27.81
23593 - Metrology Technician III 28.69
23640 - Millwright 26.76
23710 - Office Appliance Repairer 24.54
23760 - Painter Maintenance 24.18
23790 - Pipefitter Maintenance 30.39
23810 - Plumber Maintenance 28.45
23820 - Pneudraulic Systems Mechanic 26.76
23850 - Rigger 26.76
23870 - Scale Mechanic 25.73
23890 - Sheet-Metal Worker Maintenance 29.49
23910 - Small Engine Mechanic 23.66
23931 - Telecommunications Mechanic I 27.82

23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 28.29
23960 - Welder Combination Maintenance 25.30
23965 - Well Driller 25.41
23970 - Woodcraft Worker 26.76
23980 - Woodworker 23.89
24000 - Personal Needs Occupations
24550 - Case Manager 18.89
24570 - Child Care Attendant 12.46
24580 - Child Care Center Clerk 15.54
24610 - Chore Aide 18.05
24620 - Family Readiness And Support Services Coordinator 18.89
24630 - Homemaker 18.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.40
25040 - Sewage Plant Operator 24.54
25070 - Stationary Engineer 25.40
25190 - Ventilation Equipment Tender 20.93
25210 - Water Treatment Plant Operator 25.54
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.60
27007 - Baggage Inspector 14.73
27008 - Corrections Officer 24.29
27010 - Court Security Officer 27.70
27030 - Detection Dog Handler 18.63
27040 - Detention Officer 24.29
27070 - Firefighter 29.98
27101 - Guard I 14.73
27102 - Guard II 18.63
27131 - Police Officer I 31.47
27132 - Police Officer II 34.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.82
28042 - Carnival Equipment Repairer 14.48
28043 - Carnival Worker 11.56
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 13.77
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 12.62
28515 - Recreation Specialist 21.43
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 20.24
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 29.51
30030 - Cartographic Technician 29.51
30040 - Civil Engineering Technician 29.51
30051 - Cryogenic Technician I 31.21
30052 - Cryogenic Technician II 34.47
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.19
30083 - Engineering Technician III 24.23
30084 - Engineering Technician IV 29.51
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 37.71
30090 - Environmental Technician 29.40
30095 - Evidence Control Specialist 29.51
30210 - Laboratory Technician 25.36
30221 - Latent Fingerprint Technician I 31.21
30222 - Latent Fingerprint Technician II 34.47
30240 - Mathematical Technician 29.51
30361 - Paralegal/Legal Assistant I 20.76
30362 - Paralegal/Legal Assistant II 25.71
30363 - Paralegal/Legal Assistant III 31.45
30364 - Paralegal/Legal Assistant IV 38.04
30375 - Petroleum Supply Specialist 35.18
30390 - Photo-Optics Technician 29.51
30395 - Radiation Control Technician 35.18
30461 - Technical Writer I 23.14
30462 - Technical Writer II 28.31
30463 - Technical Writer III 37.71
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 31.21
30502 - Weather Forecaster II 37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 28.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 16.66
31030 - Bus Driver 19.13

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	11.42
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.76
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	20.40
31364 - Truckdriver Tractor-Trailer	20.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	25.91
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	22.31
99730 - Refuse Collector	18.67
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	19.27
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4199
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.10
01012 - Accounting Clerk II		18.06
01013 - Accounting Clerk III		20.22
01020 - Administrative Assistant		33.18
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		18.48
01052 - Data Entry Operator II		20.16
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		13.94
01112 - General Clerk II		15.21

01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 15.04
01192 - Order Clerk II 16.42
01261 - Personnel Assistant (Employment) I 17.56
01262 - Personnel Assistant (Employment) II 19.66
01263 - Personnel Assistant (Employment) III 21.91
01270 - Production Control Clerk 24.63
01290 - Rental Clerk 20.00
01300 - Scheduler Maintenance 19.12
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 19.35
01410 - Supply Technician 33.18
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.51
01531 - Travel Clerk I 13.35
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 15.15
01611 - Word Processor I 17.50
01612 - Word Processor II 19.65
01613 - Word Processor III 21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 22.35
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.67
05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.83
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 16.20
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.22
07041 - Cook I 17.95
07042 - Cook II 19.39
07070 - Dishwasher 10.17
07130 - Food Service Worker 11.24
07210 - Meat Cutter 22.39
07260 - Waiter/Waitress 12.22
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.50

09040 - Furniture Handler 19.38
09080 - Furniture Refinisher 25.47
09090 - Furniture Refinisher Helper 21.72
09110 - Furniture Repairer Minor 23.64
09130 - Upholsterer 25.47
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.50
11060 - Elevator Operator 13.08
11090 - Gardener 16.55
11122 - Housekeeping Aide 13.08
11150 - Janitor 13.08
11210 - Laborer Grounds Maintenance 14.10
11240 - Maid or Houseman 13.99
11260 - Pruner 13.22
11270 - Tractor Operator 15.80
11330 - Trail Maintenance Worker 14.10
11360 - Window Cleaner 13.95
12000 - Health Occupations
12010 - Ambulance Driver 22.37
12011 - Breath Alcohol Technician 24.53
12012 - Certified Occupational Therapist Assistant 32.22
12015 - Certified Physical Therapist Assistant 32.22
12020 - Dental Assistant 23.38
12025 - Dental Hygienist 44.51
12030 - EKG Technician 37.17
12035 - Electroneurodiagnostic Technologist 37.17
12040 - Emergency Medical Technician 22.37
12071 - Licensed Practical Nurse I 22.07
12072 - Licensed Practical Nurse II 24.53
12073 - Licensed Practical Nurse III 27.35
12100 - Medical Assistant 16.22
12130 - Medical Laboratory Technician 31.00
12160 - Medical Record Clerk 18.72
12190 - Medical Record Technician 30.60
12195 - Medical Transcriptionist 21.65
12210 - Nuclear Medicine Technologist 51.61
12221 - Nursing Assistant I 12.01
12222 - Nursing Assistant II 13.50
12223 - Nursing Assistant III 14.73
12224 - Nursing Assistant IV 16.53
12235 - Optical Dispenser 24.53
12236 - Optical Technician 21.65
12250 - Pharmacy Technician 15.31
12280 - Phlebotomist 19.12
12305 - Radiologic Technologist 31.35
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)		30.01
12320 - Substance Abuse Treatment Counselor		29.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.48
13012 - Exhibits Specialist II		29.09
13013 - Exhibits Specialist III		35.58
13041 - Illustrator I		23.58
13042 - Illustrator II		29.20
13043 - Illustrator III		35.74
13047 - Librarian		32.55
13050 - Library Aide/Clerk		17.19
13054 - Library Information Technology Systems Administrator		29.20
13058 - Library Technician		22.31
13061 - Media Specialist I		20.98
13062 - Media Specialist II		23.48
13063 - Media Specialist III		26.18
13071 - Photographer I		20.98
13072 - Photographer II		23.48
13073 - Photographer III		29.09
13074 - Photographer IV		35.58
13075 - Photographer V		43.05
13090 - Technical Order Library Clerk		19.05
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		39.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		36.11
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		33.26
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.40

15086 - Maintenance Test Pilot Rotary Wing 42.40
15088 - Non-Maintenance Test/Co-Pilot 42.40
15090 - Technical Instructor 28.46
15095 - Technical Instructor/Course Developer 35.42
15110 - Test Proctor 23.54
15120 - Tutor 23.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.34
19040 - Tool And Die Maker 29.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.63
21040 - Material Expediter 24.63
21050 - Material Handling Laborer 13.16
21071 - Order Filler 16.13
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.87
21130 - Shipping/Receiving Clerk 17.87
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.62
23019 - Aircraft Logs and Records Technician 25.55
23021 - Aircraft Mechanic I 28.50
23022 - Aircraft Mechanic II 29.62
23023 - Aircraft Mechanic III 30.56
23040 - Aircraft Mechanic Helper 23.50
23050 - Aircraft Painter 27.52
23060 - Aircraft Servicer 25.55
23070 - Aircraft Survival Flight Equipment Technician 27.52
23080 - Aircraft Worker 26.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.50
23110 - Appliance Mechanic 27.52

23120 - Bicycle Repairer 22.75
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 25.43
23140 - Carpet Layer 26.56
23160 - Electrician Maintenance 29.95
23181 - Electronics Technician Maintenance I 26.56
23182 - Electronics Technician Maintenance II 27.52
23183 - Electronics Technician Maintenance III 28.50
23260 - Fabric Worker 25.55
23290 - Fire Alarm System Mechanic 28.50
23310 - Fire Extinguisher Repairer 24.62
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 24.62
23370 - General Maintenance Worker 21.99
23380 - Ground Support Equipment Mechanic 28.50
23381 - Ground Support Equipment Servicer 25.55
23382 - Ground Support Equipment Worker 26.56
23391 - Gunsmith I 24.62
23392 - Gunsmith II 26.56
23393 - Gunsmith III 28.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 28.50
23440 - Heavy Equipment Operator 28.11
23460 - Instrument Mechanic 28.50
23465 - Laboratory/Shelter Mechanic 27.52
23470 - Laborer 15.83
23510 - Locksmith 27.52
23530 - Machinery Maintenance Mechanic 26.18
23550 - Machinist Maintenance 25.89
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.50
23592 - Metrology Technician II 29.62
23593 - Metrology Technician III 30.56
23640 - Millwright 28.50
23710 - Office Appliance Repairer 27.52
23760 - Painter Maintenance 25.32
23790 - Pipefitter Maintenance 36.77
23810 - Plumber Maintenance 32.77
23820 - Pneudraulic Systems Mechanic 28.50
23850 - Rigger 28.50
23870 - Scale Mechanic 26.56
23890 - Sheet-Metal Worker Maintenance 39.95
23910 - Small Engine Mechanic 25.77
23931 - Telecommunications Mechanic I 27.82
23932 - Telecommunications Mechanic II 28.86
23950 - Telephone Lineman 28.50
23960 - Welder Combination Maintenance 27.65

23965 - Well Driller	28.50
23970 - Woodcraft Worker	28.50
23980 - Woodworker	24.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.73
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	18.05
24620 - Family Readiness And Support Services Coordinator	17.73
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.51
25040 - Sewage Plant Operator	33.26
25070 - Stationary Engineer	28.51
25190 - Ventilation Equipment Tender	23.48
25210 - Water Treatment Plant Operator	33.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.93
27007 - Baggage Inspector	13.81
27008 - Corrections Officer	35.56
27010 - Court Security Officer	33.10
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	35.56
27070 - Firefighter	30.98
27101 - Guard I	13.81
27102 - Guard II	18.63
27131 - Police Officer I	33.15
27132 - Police Officer II	36.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.76
28210 - Gate Attendant/Gate Tender	16.97
28310 - Lifeguard	14.06
28350 - Park Attendant (Aide)	18.99
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	20.76
28630 - Sports Official	15.11
28690 - Swimming Pool Operator	24.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.56
29020 - Hatch Tender	26.56
29030 - Line Handler	26.56
29041 - Stevedore I	25.55
29042 - Stevedore II	27.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		29.51
30030 - Cartographic Technician		29.51
30040 - Civil Engineering Technician		29.51
30051 - Cryogenic Technician I		31.21
30052 - Cryogenic Technician II		34.47
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		16.38
30082 - Engineering Technician II		18.19
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		29.51
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		37.71
30090 - Environmental Technician		29.40
30095 - Evidence Control Specialist		29.51
30210 - Laboratory Technician		25.36
30221 - Latent Fingerprint Technician I		31.21
30222 - Latent Fingerprint Technician II		34.47
30240 - Mathematical Technician		29.51
30361 - Paralegal/Legal Assistant I		19.56
30362 - Paralegal/Legal Assistant II		24.23
30363 - Paralegal/Legal Assistant III		29.64
30364 - Paralegal/Legal Assistant IV		35.85
30375 - Petroleum Supply Specialist		35.18
30390 - Photo-Optics Technician		29.51
30395 - Radiation Control Technician		35.18
30461 - Technical Writer I		23.14
30462 - Technical Writer II		28.31
30463 - Technical Writer III		37.71
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		31.21
30502 - Weather Forecaster II		37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	28.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.34
31020 - Bus Aide		18.25
31030 - Bus Driver		22.26
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		15.95
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	14.47
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	28.61
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	21.87
99711 - Recycling Specialist	22.14
99730 - Refuse Collector	19.27
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4200
Revision No.: 13
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.10
01012 - Accounting Clerk II		18.06
01013 - Accounting Clerk III		20.22
01020 - Administrative Assistant		33.18
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		18.48
01052 - Data Entry Operator II		20.16
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		14.31

01090 - Duplicating Machine Operator 14.31
01111 - General Clerk I 13.94
01112 - General Clerk II 15.21
01113 - General Clerk III 17.07
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 15.04
01192 - Order Clerk II 16.42
01261 - Personnel Assistant (Employment) I 17.56
01262 - Personnel Assistant (Employment) II 19.66
01263 - Personnel Assistant (Employment) III 21.91
01270 - Production Control Clerk 24.63
01290 - Rental Clerk 20.00
01300 - Scheduler Maintenance 19.12
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 19.35
01410 - Supply Technician 33.18
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.51
01531 - Travel Clerk I 13.35
01532 - Travel Clerk II 14.15
01533 - Travel Clerk III 15.15
01611 - Word Processor I 17.50
01612 - Word Processor II 19.65
01613 - Word Processor III 21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 22.35
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.67
05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.83
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 16.20
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.22
07041 - Cook I 17.95
07042 - Cook II 19.39
07070 - Dishwasher 10.17
07130 - Food Service Worker 11.24
07210 - Meat Cutter 22.39

07260 - Waiter/Waitress	12.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.50
09040 - Furniture Handler	19.38
09080 - Furniture Refinisher	25.47
09090 - Furniture Refinisher Helper	21.72
09110 - Furniture Repairer Minor	23.64
09130 - Upholsterer	25.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.50
11060 - Elevator Operator	13.08
11090 - Gardener	16.55
11122 - Housekeeping Aide	13.08
11150 - Janitor	13.08
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	13.99
11260 - Pruner	13.22
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.37
12011 - Breath Alcohol Technician	24.53
12012 - Certified Occupational Therapist Assistant	32.22
12015 - Certified Physical Therapist Assistant	32.22
12020 - Dental Assistant	23.38
12025 - Dental Hygienist	44.51
12030 - EKG Technician	37.17
12035 - Electroneurodiagnostic Technologist	37.17
12040 - Emergency Medical Technician	22.37
12071 - Licensed Practical Nurse I	22.07
12072 - Licensed Practical Nurse II	24.53
12073 - Licensed Practical Nurse III	27.35
12100 - Medical Assistant	16.22
12130 - Medical Laboratory Technician	31.00
12160 - Medical Record Clerk	18.72
12190 - Medical Record Technician	30.60
12195 - Medical Transcriptionist	21.65
12210 - Nuclear Medicine Technologist	51.61
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	24.53
12236 - Optical Technician	21.65
12250 - Pharmacy Technician	15.31
12280 - Phlebotomist	19.12
12305 - Radiologic Technologist	31.35
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)		30.01
12320 - Substance Abuse Treatment Counselor		29.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.48
13012 - Exhibits Specialist II		29.09
13013 - Exhibits Specialist III		35.58
13041 - Illustrator I		23.58
13042 - Illustrator II		29.20
13043 - Illustrator III		35.74
13047 - Librarian		32.55
13050 - Library Aide/Clerk		17.19
13054 - Library Information Technology Systems Administrator		29.20
13058 - Library Technician		22.31
13061 - Media Specialist I		20.98
13062 - Media Specialist II		23.48
13063 - Media Specialist III		26.18
13071 - Photographer I		20.98
13072 - Photographer II		23.48
13073 - Photographer III		29.09
13074 - Photographer IV		35.58
13075 - Photographer V		43.05
13090 - Technical Order Library Clerk		19.05
13110 - Video Teleconference Technician		21.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.07
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		39.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		36.11

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 33.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.40
15086 - Maintenance Test Pilot Rotary Wing 42.40
15088 - Non-Maintenance Test/Co-Pilot 42.40
15090 - Technical Instructor 28.46
15095 - Technical Instructor/Course Developer 35.42
15110 - Test Proctor 23.54
15120 - Tutor 23.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.34
19040 - Tool And Die Maker 29.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.63
21040 - Material Expediter 24.63
21050 - Material Handling Laborer 13.16
21071 - Order Filler 16.13
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.87
21130 - Shipping/Receiving Clerk 17.87
21140 - Store Worker I 18.00
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.62
23019 - Aircraft Logs and Records Technician 25.55
23021 - Aircraft Mechanic I 28.50
23022 - Aircraft Mechanic II 29.62
23023 - Aircraft Mechanic III 30.56
23040 - Aircraft Mechanic Helper 23.50
23050 - Aircraft Painter 27.52
23060 - Aircraft Servicer 25.55
23070 - Aircraft Survival Flight Equipment Technician 27.52
23080 - Aircraft Worker 26.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.56

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.50
23110 - Appliance Mechanic 27.52
23120 - Bicycle Repairer 22.75
23125 - Cable Splicer 32.44
23130 - Carpenter Maintenance 25.43
23140 - Carpet Layer 26.56
23160 - Electrician Maintenance 29.95
23181 - Electronics Technician Maintenance I 26.56
23182 - Electronics Technician Maintenance II 27.52
23183 - Electronics Technician Maintenance III 28.50
23260 - Fabric Worker 25.55
23290 - Fire Alarm System Mechanic 28.50
23310 - Fire Extinguisher Repairer 24.62
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 24.62
23370 - General Maintenance Worker 21.99
23380 - Ground Support Equipment Mechanic 28.50
23381 - Ground Support Equipment Servicer 25.55
23382 - Ground Support Equipment Worker 26.56
23391 - Gunsmith I 24.62
23392 - Gunsmith II 26.56
23393 - Gunsmith III 28.50
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 28.50
23440 - Heavy Equipment Operator 28.11
23460 - Instrument Mechanic 28.50
23465 - Laboratory/Shelter Mechanic 27.52
23470 - Laborer 15.83
23510 - Locksmith 27.52
23530 - Machinery Maintenance Mechanic 26.18
23550 - Machinist Maintenance 25.89
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.50
23592 - Metrology Technician II 29.62
23593 - Metrology Technician III 30.56
23640 - Millwright 28.50
23710 - Office Appliance Repairer 27.52
23760 - Painter Maintenance 25.32
23790 - Pipefitter Maintenance 36.77
23810 - Plumber Maintenance 32.77
23820 - Pneudraulic Systems Mechanic 28.50
23850 - Rigger 28.50
23870 - Scale Mechanic 26.56
23890 - Sheet-Metal Worker Maintenance 39.95
23910 - Small Engine Mechanic 25.77
23931 - Telecommunications Mechanic I 27.82

23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.50
23960 - Welder Combination Maintenance	27.65
23965 - Well Driller	28.50
23970 - Woodcraft Worker	28.50
23980 - Woodworker	24.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.73
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	18.05
24620 - Family Readiness And Support Services Coordinator	17.73
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.51
25040 - Sewage Plant Operator	33.26
25070 - Stationary Engineer	28.51
25190 - Ventilation Equipment Tender	23.48
25210 - Water Treatment Plant Operator	33.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.93
27007 - Baggage Inspector	13.81
27008 - Corrections Officer	35.56
27010 - Court Security Officer	33.10
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	35.56
27070 - Firefighter	30.98
27101 - Guard I	13.81
27102 - Guard II	18.63
27131 - Police Officer I	33.15
27132 - Police Officer II	36.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.76
28210 - Gate Attendant/Gate Tender	16.97
28310 - Lifeguard	14.06
28350 - Park Attendant (Aide)	18.99
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	20.76
28630 - Sports Official	15.11
28690 - Swimming Pool Operator	24.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.56
29020 - Hatch Tender	26.56
29030 - Line Handler	26.56
29041 - Stevedore I	25.55
29042 - Stevedore II	27.52
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 29.51
30030 - Cartographic Technician 29.51
30040 - Civil Engineering Technician 29.51
30051 - Cryogenic Technician I 31.21
30052 - Cryogenic Technician II 34.47
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.19
30083 - Engineering Technician III 24.23
30084 - Engineering Technician IV 29.51
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 37.71
30090 - Environmental Technician 29.40
30095 - Evidence Control Specialist 29.51
30210 - Laboratory Technician 25.36
30221 - Latent Fingerprint Technician I 31.21
30222 - Latent Fingerprint Technician II 34.47
30240 - Mathematical Technician 29.51
30361 - Paralegal/Legal Assistant I 19.56
30362 - Paralegal/Legal Assistant II 24.23
30363 - Paralegal/Legal Assistant III 29.64
30364 - Paralegal/Legal Assistant IV 35.85
30375 - Petroleum Supply Specialist 35.18
30390 - Photo-Optics Technician 29.51
30395 - Radiation Control Technician 35.18
30461 - Technical Writer I 23.14
30462 - Technical Writer II 28.31
30463 - Technical Writer III 37.71
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 31.21
30502 - Weather Forecaster II 37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 28.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 18.25
31030 - Bus Driver 22.26

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	15.95
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.47
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	28.61
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	21.87
99711 - Recycling Specialist	22.14
99730 - Refuse Collector	19.27
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4201
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.93
01012 - Accounting Clerk II		20.13
01013 - Accounting Clerk III		22.52
01020 - Administrative Assistant		30.93
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.28
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		18.74
01051 - Data Entry Operator I		18.57
01052 - Data Entry Operator II		20.26
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		15.25
01112 - General Clerk II		17.49

01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.23
01191 - Order Clerk I 19.10
01192 - Order Clerk II 20.88
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 26.15
01290 - Rental Clerk 18.62
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.31
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.74
01531 - Travel Clerk I 16.36
01532 - Travel Clerk II 17.30
01533 - Travel Clerk III 18.47
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.21
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.61
05070 - Automotive Worker 27.61
05110 - Mobile Equipment Servicer 25.23
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.61
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 24.05
05250 - Motor Vehicle Upholstery Worker 26.42
05280 - Motor Vehicle Wrecker 27.61
05310 - Painter Automotive 28.80
05340 - Radiator Repair Specialist 27.61
05370 - Tire Repairer 14.60
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.02
07041 - Cook I 16.96
07042 - Cook II 18.34
07070 - Dishwasher 10.93
07130 - Food Service Worker 12.77
07210 - Meat Cutter 21.96
07260 - Waiter/Waitress 12.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.92

09040 - Furniture Handler 20.32
09080 - Furniture Refinisher 24.92
09090 - Furniture Refinisher Helper 22.10
09110 - Furniture Repairer Minor 23.95
09130 - Upholsterer 24.16
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.94
11060 - Elevator Operator 15.70
11090 - Gardener 20.58
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 17.48
11240 - Maid or Houseman 13.34
11260 - Pruner 16.38
11270 - Tractor Operator 19.45
11330 - Trail Maintenance Worker 17.48
11360 - Window Cleaner 16.80
12000 - Health Occupations
12010 - Ambulance Driver 25.29
12011 - Breath Alcohol Technician 25.29
12012 - Certified Occupational Therapist Assistant 34.22
12015 - Certified Physical Therapist Assistant 33.14
12020 - Dental Assistant 24.51
12025 - Dental Hygienist 24.53
12030 - EKG Technician 38.45
12035 - Electroneurodiagnostic Technologist 38.45
12040 - Emergency Medical Technician 25.29
12071 - Licensed Practical Nurse I 22.30
12072 - Licensed Practical Nurse II 24.95
12073 - Licensed Practical Nurse III 27.81
12100 - Medical Assistant 18.03
12130 - Medical Laboratory Technician 30.21
12160 - Medical Record Clerk 22.64
12190 - Medical Record Technician 27.36
12195 - Medical Transcriptionist 20.97
12210 - Nuclear Medicine Technologist 45.73
12221 - Nursing Assistant I 13.20
12222 - Nursing Assistant II 14.84
12223 - Nursing Assistant III 16.20
12224 - Nursing Assistant IV 18.18
12235 - Optical Dispenser 30.12
12236 - Optical Technician 22.30
12250 - Pharmacy Technician 14.82
12280 - Phlebotomist 18.94
12305 - Radiologic Technologist 34.22
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV 59.22
12317 - Scheduler (Drug and Alcohol Testing) 30.91
12320 - Substance Abuse Treatment Counselor 26.55
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.95
13041 - Illustrator I 26.51
13042 - Illustrator II 33.23
13043 - Illustrator III 40.66
13047 - Librarian 36.27
13050 - Library Aide/Clerk 19.83
13054 - Library Information Technology Systems Administrator 32.75
13058 - Library Technician 25.05
13061 - Media Specialist I 23.64
13062 - Media Specialist II 26.45
13063 - Media Specialist III 29.47
13071 - Photographer I 22.08
13072 - Photographer II 24.69
13073 - Photographer III 32.88
13074 - Photographer IV 41.76
13075 - Photographer V 45.54
13090 - Technical Order Library Clerk 24.91
13110 - Video Teleconference Technician 29.44
14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35
14045 - Computer Operator V 29.17
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.00
14160 - Personal Computer Support Technician 28.75
14170 - System Support Specialist 43.52
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 39.54
15020 - Aircrew Training Devices Instructor (Rated) 43.75
15030 - Air Crew Training Devices Instructor (Pilot) 52.46
15050 - Computer Based Training Specialist / Instructor 39.54
15060 - Educational Technologist 41.83
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.18

15086 - Maintenance Test Pilot Rotary Wing 48.18
15088 - Non-Maintenance Test/Co-Pilot 48.18
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.14
15110 - Test Proctor 25.17
15120 - Tutor 25.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.76
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.77
16220 - Tailor 16.80
16250 - Washer Machine 12.70
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.17
19040 - Tool And Die Maker 30.97
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.96
21030 - Material Coordinator 26.15
21040 - Material Expediter 26.15
21050 - Material Handling Laborer 16.86
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 19.96
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 18.62
21150 - Stock Clerk 22.44
21210 - Tools And Parts Attendant 19.96
21410 - Warehouse Specialist 19.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.88
23019 - Aircraft Logs and Records Technician 28.88
23021 - Aircraft Mechanic I 32.80
23022 - Aircraft Mechanic II 34.88
23023 - Aircraft Mechanic III 35.95
23040 - Aircraft Mechanic Helper 26.58
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.88
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.80
23110 - Appliance Mechanic 28.26

23120 - Bicycle Repairer	19.44
23125 - Cable Splicer	31.92
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician Maintenance	40.31
23181 - Electronics Technician Maintenance I	26.94
23182 - Electronics Technician Maintenance II	27.94
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	29.02
23310 - Fire Extinguisher Repairer	25.20
23311 - Fuel Distribution System Mechanic	29.22
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.83
23380 - Ground Support Equipment Mechanic	32.80
23381 - Ground Support Equipment Servicer	28.88
23382 - Ground Support Equipment Worker	30.16
23391 - Gunsmith I	25.20
23392 - Gunsmith II	27.25
23393 - Gunsmith III	29.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.57
23430 - Heavy Equipment Mechanic	29.15
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	28.26
23470 - Laborer	16.86
23510 - Locksmith	22.77
23530 - Machinery Maintenance Mechanic	29.55
23550 - Machinist Maintenance	24.99
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter Maintenance	23.17
23790 - Pipefitter Maintenance	40.58
23810 - Plumber Maintenance	39.24
23820 - Pneudraulic Systems Mechanic	29.98
23850 - Rigger	29.22
23870 - Scale Mechanic	27.25
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	26.94
23931 - Telecommunications Mechanic I	36.33
23932 - Telecommunications Mechanic II	37.63
23950 - Telephone Lineman	36.33
23960 - Welder Combination Maintenance	22.28

23965 - Well Driller	29.22
23970 - Woodcraft Worker	29.22
23980 - Woodworker	25.20
24000 - Personal Needs Occupations	
24550 - Case Manager	19.16
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	19.16
24630 - Homemaker	19.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	30.51
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	30.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.82
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.07
27010 - Court Security Officer	34.19
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.07
27070 - Firefighter	38.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	36.76
27132 - Police Officer II	40.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	21.91
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.55
29020 - Hatch Tender	27.55
29030 - Line Handler	27.55
29041 - Stevedore I	26.18
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.00

30021 - Archeological Technician I 20.00
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 28.19
30051 - Cryogenic Technician I 29.68
30052 - Cryogenic Technician II 32.79
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 26.80
30210 - Laboratory Technician 27.93
30221 - Latent Fingerprint Technician I 29.68
30222 - Latent Fingerprint Technician II 32.79
30240 - Mathematical Technician 26.80
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.79
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.79
30461 - Technical Writer I 28.96
30462 - Technical Writer II 35.42
30463 - Technical Writer III 42.86
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 29.68
30502 - Weather Forecaster II 36.11
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 21.38
31030 - Bus Driver 25.26
31043 - Driver Courier 17.02
31260 - Parking and Lot Attendant 11.00
31290 - Shuttle Bus Driver 17.80

31310 - Taxi Driver	20.46
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.62
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.00
99260 - Marketing Analyst	37.35
99310 - Mortician	34.44
99410 - Pest Controller	19.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	22.97
99711 - Recycling Specialist	25.77
99730 - Refuse Collector	21.57
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	20.15
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.75
99841 - Vending Machine Repairer	26.86
99842 - Vending Machine Repairer Helper	23.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4202
Revision No.: 14
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.93
01012 - Accounting Clerk II		20.13
01013 - Accounting Clerk III		22.52
01020 - Administrative Assistant		30.93
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.28
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		18.74
01051 - Data Entry Operator I		18.57
01052 - Data Entry Operator II		20.26
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.83

01090 - Duplicating Machine Operator 18.83
01111 - General Clerk I 15.25
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.23
01191 - Order Clerk I 19.10
01192 - Order Clerk II 20.88
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 26.15
01290 - Rental Clerk 18.62
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 21.31
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.74
01531 - Travel Clerk I 16.36
01532 - Travel Clerk II 17.30
01533 - Travel Clerk III 18.47
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.21
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.61
05070 - Automotive Worker 27.61
05110 - Mobile Equipment Servicer 25.23
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.61
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 24.05
05250 - Motor Vehicle Upholstery Worker 26.42
05280 - Motor Vehicle Wrecker 27.61
05310 - Painter Automotive 28.80
05340 - Radiator Repair Specialist 27.61
05370 - Tire Repairer 14.60
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.02
07041 - Cook I 16.96
07042 - Cook II 18.34
07070 - Dishwasher 10.93
07130 - Food Service Worker 12.77
07210 - Meat Cutter 21.96

07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.92
09040 - Furniture Handler	20.32
09080 - Furniture Refinisher	24.92
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	23.95
09130 - Upholsterer	24.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	15.70
11090 - Gardener	20.58
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	17.48
11240 - Maid or Houseman	13.34
11260 - Pruner	16.38
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.48
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational Therapist Assistant	34.22
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	24.51
12025 - Dental Hygienist	24.53
12030 - EKG Technician	38.45
12035 - Electroneurodiagnostic Technologist	38.45
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	22.30
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	18.03
12130 - Medical Laboratory Technician	30.21
12160 - Medical Record Clerk	22.64
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	20.97
12210 - Nuclear Medicine Technologist	45.73
12221 - Nursing Assistant I	13.20
12222 - Nursing Assistant II	14.84
12223 - Nursing Assistant III	16.20
12224 - Nursing Assistant IV	18.18
12235 - Optical Dispenser	30.12
12236 - Optical Technician	22.30
12250 - Pharmacy Technician	14.82
12280 - Phlebotomist	18.94
12305 - Radiologic Technologist	34.22
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.91
12320 - Substance Abuse Treatment Counselor		26.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		36.27
13050 - Library Aide/Clerk		19.83
13054 - Library Information Technology Systems Administrator		32.75
13058 - Library Technician		25.05
13061 - Media Specialist I		23.64
13062 - Media Specialist II		26.45
13063 - Media Specialist III		29.47
13071 - Photographer I		22.08
13072 - Photographer II		24.69
13073 - Photographer III		32.88
13074 - Photographer IV		41.76
13075 - Photographer V		45.54
13090 - Technical Order Library Clerk		24.91
13110 - Video Teleconference Technician		29.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		28.75
14170 - System Support Specialist		43.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		41.83

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.18
15086 - Maintenance Test Pilot Rotary Wing 48.18
15088 - Non-Maintenance Test/Co-Pilot 48.18
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.14
15110 - Test Proctor 25.17
15120 - Tutor 25.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.76
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.77
16220 - Tailor 16.80
16250 - Washer Machine 12.70
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.17
19040 - Tool And Die Maker 30.97
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.96
21030 - Material Coordinator 26.15
21040 - Material Expediter 26.15
21050 - Material Handling Laborer 16.86
21071 - Order Filler 16.09
21080 - Production Line Worker (Food Processing) 19.96
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 18.62
21150 - Stock Clerk 22.44
21210 - Tools And Parts Attendant 19.96
21410 - Warehouse Specialist 19.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.88
23019 - Aircraft Logs and Records Technician 28.88
23021 - Aircraft Mechanic I 32.80
23022 - Aircraft Mechanic II 34.88
23023 - Aircraft Mechanic III 35.95
23040 - Aircraft Mechanic Helper 26.58
23050 - Aircraft Painter 31.05
23060 - Aircraft Servicer 28.88
23070 - Aircraft Survival Flight Equipment Technician 31.05
23080 - Aircraft Worker 30.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.16

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.80
23110 - Appliance Mechanic 28.26
23120 - Bicycle Repairer 19.44
23125 - Cable Splicer 31.92
23130 - Carpenter Maintenance 29.55
23140 - Carpet Layer 27.05
23160 - Electrician Maintenance 40.31
23181 - Electronics Technician Maintenance I 26.94
23182 - Electronics Technician Maintenance II 27.94
23183 - Electronics Technician Maintenance III 28.89
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 29.02
23310 - Fire Extinguisher Repairer 25.20
23311 - Fuel Distribution System Mechanic 29.22
23312 - Fuel Distribution System Operator 27.37
23370 - General Maintenance Worker 22.83
23380 - Ground Support Equipment Mechanic 32.80
23381 - Ground Support Equipment Servicer 28.88
23382 - Ground Support Equipment Worker 30.16
23391 - Gunsmith I 25.20
23392 - Gunsmith II 27.25
23393 - Gunsmith III 29.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.57
23430 - Heavy Equipment Mechanic 29.15
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 28.26
23470 - Laborer 16.86
23510 - Locksmith 22.77
23530 - Machinery Maintenance Mechanic 29.55
23550 - Machinist Maintenance 24.99
23580 - Maintenance Trades Helper 15.98
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.37
23593 - Metrology Technician III 34.09
23640 - Millwright 29.72
23710 - Office Appliance Repairer 21.80
23760 - Painter Maintenance 23.17
23790 - Pipefitter Maintenance 40.58
23810 - Plumber Maintenance 39.24
23820 - Pneudraulic Systems Mechanic 29.98
23850 - Rigger 29.22
23870 - Scale Mechanic 27.25
23890 - Sheet-Metal Worker Maintenance 32.41
23910 - Small Engine Mechanic 26.94
23931 - Telecommunications Mechanic I 36.33

23932 - Telecommunications Mechanic II 37.63
23950 - Telephone Lineman 36.33
23960 - Welder Combination Maintenance 22.28
23965 - Well Driller 29.22
23970 - Woodcraft Worker 29.22
23980 - Woodworker 25.20
24000 - Personal Needs Occupations
24550 - Case Manager 19.16
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.27
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 19.16
24630 - Homemaker 19.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 30.51
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 24.54
25210 - Water Treatment Plant Operator 30.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.82
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.07
27010 - Court Security Officer 34.19
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.07
27070 - Firefighter 38.02
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 36.76
27132 - Police Officer II 40.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.91
28042 - Carnival Equipment Repairer 13.49
28043 - Carnival Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 14.69
28515 - Recreation Specialist 21.91
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 18.46
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.55
29020 - Hatch Tender 27.55
29030 - Line Handler 27.55
29041 - Stevedore I 26.18
29042 - Stevedore II 28.31
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 20.00
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 28.19
30051 - Cryogenic Technician I 29.68
30052 - Cryogenic Technician II 32.79
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 25.01
30095 - Evidence Control Specialist 26.80
30210 - Laboratory Technician 27.93
30221 - Latent Fingerprint Technician I 29.68
30222 - Latent Fingerprint Technician II 32.79
30240 - Mathematical Technician 26.80
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 32.79
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 32.79
30461 - Technical Writer I 28.96
30462 - Technical Writer II 35.42
30463 - Technical Writer III 42.86
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 29.68
30502 - Weather Forecaster II 36.11
30620 - Weather Observer Combined Upper Air Or (see 2) 24.55
Surface Programs
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 21.38
31030 - Bus Driver 25.26

31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	11.00
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	20.46
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.62
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.00
99260 - Marketing Analyst	37.35
99310 - Mortician	34.44
99410 - Pest Controller	19.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	22.97
99711 - Recycling Specialist	25.77
99730 - Refuse Collector	21.57
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	20.15
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.75
99841 - Vending Machine Repairer	26.86
99842 - Vending Machine Repairer Helper	23.75

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4203
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01035 - Court Reporter		25.56
01041 - Customer Service Representative I		14.81
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		15.36
01052 - Data Entry Operator II		16.76
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.42
01090 - Duplicating Machine Operator		17.42
01111 - General Clerk I		15.70
01112 - General Clerk II		17.49

01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 15.24
01191 - Order Clerk I 17.35
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 19.50
01262 - Personnel Assistant (Employment) II 21.80
01263 - Personnel Assistant (Employment) III 24.30
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 16.92
01532 - Travel Clerk II 18.35
01533 - Travel Clerk III 19.84
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.36
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.20
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 15.71
07042 - Cook II 16.99
07070 - Dishwasher 10.64
07130 - Food Service Worker 12.02
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 12.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler 16.74
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 17.77
09110 - Furniture Repairer Minor 19.47
09130 - Upholsterer 21.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.01
11060 - Elevator Operator 14.20
11090 - Gardener 19.34
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.75
11270 - Tractor Operator 18.12
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95
12000 - Health Occupations
12010 - Ambulance Driver 22.50
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 27.84
12015 - Certified Physical Therapist Assistant 28.01
12020 - Dental Assistant 20.84
12025 - Dental Hygienist 38.84
12030 - EKG Technician 32.13
12035 - Electroneurodiagnostic Technologist 32.13
12040 - Emergency Medical Technician 22.50
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 17.10
12130 - Medical Laboratory Technician 25.76
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 21.72
12195 - Medical Transcriptionist 19.62
12210 - Nuclear Medicine Technologist 38.40
12221 - Nursing Assistant I 13.22
12222 - Nursing Assistant II 14.85
12223 - Nursing Assistant III 16.21
12224 - Nursing Assistant IV 18.21
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 18.23
12305 - Radiologic Technologist 28.36
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.92
12320 - Substance Abuse Treatment Counselor		24.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		35.62
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.90
13062 - Media Specialist II		23.32
13063 - Media Specialist III		26.00
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		26.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.57
14042 - Computer Operator II		21.88
14043 - Computer Operator III		24.39
14044 - Computer Operator IV		27.11
14045 - Computer Operator V		30.02
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.57
14160 - Personal Computer Support Technician		27.11
14170 - System Support Specialist		30.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.25
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.92

15086 - Maintenance Test Pilot Rotary Wing 48.92
15088 - Non-Maintenance Test/Co-Pilot 48.92
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.77
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 16.89
16220 - Tailor 17.98
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.34
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 15.28
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 18.34
21110 - Shipping Packer 17.77
21130 - Shipping/Receiving Clerk 17.77
21140 - Store Worker I 18.81
21150 - Stock Clerk 22.67
21210 - Tools And Parts Attendant 18.34
21410 - Warehouse Specialist 18.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.21
23019 - Aircraft Logs and Records Technician 26.99
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.21
23023 - Aircraft Mechanic III 32.17
23040 - Aircraft Mechanic Helper 24.85
23050 - Aircraft Painter 29.14
23060 - Aircraft Servicer 26.99
23070 - Aircraft Survival Flight Equipment Technician 29.14
23080 - Aircraft Worker 28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 28.03

23120 - Bicycle Repairer 25.00
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 29.89
23140 - Carpet Layer 31.01
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 30.23
23312 - Fuel Distribution System Operator 26.70
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 30.13
23381 - Ground Support Equipment Servicer 26.99
23382 - Ground Support Equipment Worker 28.10
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.04
23393 - Gunsmith III 28.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.93
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 28.03
23470 - Laborer 15.28
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 28.27
23550 - Machinist Maintenance 23.39
23580 - Maintenance Trades Helper 15.09
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 31.53
23593 - Metrology Technician III 32.67
23640 - Millwright 31.22
23710 - Office Appliance Repairer 22.16
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 28.99
23850 - Rigger 28.99
23870 - Scale Mechanic 27.04
23890 - Sheet-Metal Worker Maintenance 37.79
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 33.88
23932 - Telecommunications Mechanic II 35.09
23950 - Telephone Lineman 40.41
23960 - Welder Combination Maintenance 23.01

23965 - Well Driller	29.28
23970 - Woodcraft Worker	28.99
23980 - Woodworker	25.00
24000 - Personal Needs Occupations	
24550 - Case Manager	17.60
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	17.60
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	26.64
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.81
25210 - Water Treatment Plant Operator	26.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.93
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97
27070 - Firefighter	33.67
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.60
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.56
28510 - Recreation Aide/Health Facility Attendant	13.54
28515 - Recreation Specialist	22.99
28630 - Sports Official	14.78
28690 - Swimming Pool Operator	12.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35

30021 - Archeological Technician I		21.07
30022 - Archeological Technician II		23.56
30023 - Archeological Technician III		29.19
30030 - Cartographic Technician		29.19
30040 - Civil Engineering Technician		30.87
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		21.07
30062 - Drafter/CAD Operator II		23.56
30063 - Drafter/CAD Operator III		26.26
30064 - Drafter/CAD Operator IV		32.32
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		24.33
30095 - Evidence Control Specialist		27.05
30210 - Laboratory Technician		24.86
30221 - Latent Fingerprint Technician I		29.95
30222 - Latent Fingerprint Technician II		33.08
30240 - Mathematical Technician		29.46
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.08
30390 - Photo-Optics Technician		29.19
30395 - Radiation Control Technician		33.08
30461 - Technical Writer I		26.87
30462 - Technical Writer II		32.86
30463 - Technical Writer III		39.76
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		32.32
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.26
30621 - Weather Observer Senior	(see 2)	29.19
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		18.04
31030 - Bus Driver		21.88
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		12.50
31290 - Shuttle Bus Driver		17.80

31310 - Taxi Driver	14.74
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.87
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	11.16
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	13.17
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	27.57
99310 - Mortician	34.44
99410 - Pest Controller	20.45
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	35.99
99831 - Surveying Aide	21.83
99832 - Surveying Technician	28.78
99840 - Vending Machine Attendant	18.18
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4204
Revision No.: 14
Date Of Last Revision: 04/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01035 - Court Reporter		25.56
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.51
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.95

01090 - Duplicating Machine Operator 16.95
01111 - General Clerk I 15.70
01112 - General Clerk II 17.49
01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 14.99
01191 - Order Clerk I 17.35
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 23.51
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 18.55
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 15.67
01531 - Travel Clerk I 15.84
01532 - Travel Clerk II 17.18
01533 - Travel Clerk III 18.58
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.36
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.20
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 15.35
07042 - Cook II 16.80
07070 - Dishwasher 10.15
07130 - Food Service Worker 12.02
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	13.69
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	27.84
12015 - Certified Physical Therapist Assistant	28.01
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	38.84
12030 - EKG Technician	32.13
12035 - Electroneurodiagnostic Technologist	32.13
12040 - Emergency Medical Technician	22.50
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.69
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	28.36
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.92
12320 - Substance Abuse Treatment Counselor		24.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		35.62
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.90
13062 - Media Specialist II		23.32
13063 - Media Specialist III		26.00
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		26.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		30.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		33.25

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.04
15086 - Maintenance Test Pilot Rotary Wing 48.04
15088 - Non-Maintenance Test/Co-Pilot 48.04
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 15.61
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 16.72
16220 - Tailor 17.80
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.16
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.57
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 17.16
21110 - Shipping Packer 16.81
21130 - Shipping/Receiving Clerk 16.81
21140 - Store Worker I 18.62
21150 - Stock Clerk 22.44
21210 - Tools And Parts Attendant 17.16
21410 - Warehouse Specialist 17.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.15
23019 - Aircraft Logs and Records Technician 26.08
23021 - Aircraft Mechanic I 29.11
23022 - Aircraft Mechanic II 30.15
23023 - Aircraft Mechanic III 31.08
23040 - Aircraft Mechanic Helper 24.01
23050 - Aircraft Painter 28.15
23060 - Aircraft Servicer 26.08
23070 - Aircraft Survival Flight Equipment Technician 28.15
23080 - Aircraft Worker 27.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.11
23110 - Appliance Mechanic 27.42
23120 - Bicycle Repairer 24.46
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 29.89
23140 - Carpet Layer 31.01
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 24.46
23311 - Fuel Distribution System Mechanic 30.22
23312 - Fuel Distribution System Operator 26.70
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 29.11
23381 - Ground Support Equipment Servicer 26.08
23382 - Ground Support Equipment Worker 27.15
23391 - Gunsmith I 24.46
23392 - Gunsmith II 26.45
23393 - Gunsmith III 28.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.93
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 27.42
23470 - Laborer 14.74
23510 - Locksmith 27.42
23530 - Machinery Maintenance Mechanic 27.57
23550 - Machinist Maintenance 22.37
23580 - Maintenance Trades Helper 15.09
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 31.53
23593 - Metrology Technician III 32.67
23640 - Millwright 31.22
23710 - Office Appliance Repairer 22.16
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 28.36
23850 - Rigger 28.36
23870 - Scale Mechanic 26.45
23890 - Sheet-Metal Worker Maintenance 37.31
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 32.15

23932 - Telecommunications Mechanic II 33.31
23950 - Telephone Lineman 36.74
23960 - Welder Combination Maintenance 23.01
23965 - Well Driller 28.36
23970 - Woodcraft Worker 28.36
23980 - Woodworker 24.46
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 13.38
24580 - Child Care Center Clerk 16.51
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 19.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.80
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 26.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.93
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 19.18
27040 - Detention Officer 30.97
27070 - Firefighter 32.69
27101 - Guard I 17.98
27102 - Guard II 19.18
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.28
28042 - Carnival Equipment Repairer 13.84
28043 - Carnival Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 13.48
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 12.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 26.22
29042 - Stevedore II 30.32
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.73
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 28.40
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.16
30082 - Engineering Technician II 22.24
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 24.33
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 24.86
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 26.78
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 30.07
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 30.07
30461 - Technical Writer I 26.87
30462 - Technical Writer II 32.86
30463 - Technical Writer III 39.76
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 18.04
31030 - Bus Driver 21.88

31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	11.77
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.55
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.87
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	12.33
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	27.57
99310 - Mortician	34.44
99410 - Pest Controller	20.45
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	35.41
99831 - Surveying Aide	21.48
99832 - Surveying Technician	28.32
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	21.10
99842 - Vending Machine Repairer Helper	17.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4205
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Lehigh Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.18
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		27.72
01035 - Court Reporter		25.56
01041 - Customer Service Representative I		14.81
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		15.36
01052 - Data Entry Operator II		16.76
01060 - Dispatcher Motor Vehicle		20.09
01070 - Document Preparation Clerk		17.42
01090 - Duplicating Machine Operator		17.42
01111 - General Clerk I		15.70
01112 - General Clerk II		17.12

01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 15.24
01191 - Order Clerk I 16.97
01192 - Order Clerk II 18.52
01261 - Personnel Assistant (Employment) I 19.50
01262 - Personnel Assistant (Employment) II 21.80
01263 - Personnel Assistant (Employment) III 24.30
01270 - Production Control Clerk 22.74
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 17.97
01410 - Supply Technician 27.72
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.61
01531 - Travel Clerk I 16.92
01532 - Travel Clerk II 18.35
01533 - Travel Clerk III 19.84
01611 - Word Processor I 16.54
01612 - Word Processor II 18.58
01613 - Word Processor III 20.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 22.03
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.11
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 14.89
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.61
07041 - Cook I 15.71
07042 - Cook II 16.99
07070 - Dishwasher 10.64
07130 - Food Service Worker 11.71
07210 - Meat Cutter 17.30
07260 - Waiter/Waitress 12.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.40

09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.85
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer Minor 21.21
09130 - Upholsterer 20.13
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.01
11060 - Elevator Operator 14.20
11090 - Gardener 17.96
11122 - Housekeeping Aide 14.20
11150 - Janitor 14.20
11210 - Laborer Grounds Maintenance 15.31
11240 - Maid or Houseman 12.31
11260 - Pruner 14.37
11270 - Tractor Operator 17.17
11330 - Trail Maintenance Worker 15.31
11360 - Window Cleaner 15.13
12000 - Health Occupations
12010 - Ambulance Driver 19.59
12011 - Breath Alcohol Technician 21.72
12012 - Certified Occupational Therapist Assistant 27.84
12015 - Certified Physical Therapist Assistant 28.01
12020 - Dental Assistant 20.84
12025 - Dental Hygienist 36.25
12030 - EKG Technician 32.13
12035 - Electroneurodiagnostic Technologist 32.13
12040 - Emergency Medical Technician 19.59
12071 - Licensed Practical Nurse I 20.15
12072 - Licensed Practical Nurse II 22.05
12073 - Licensed Practical Nurse III 24.57
12100 - Medical Assistant 17.10
12130 - Medical Laboratory Technician 25.76
12160 - Medical Record Clerk 16.71
12190 - Medical Record Technician 19.07
12195 - Medical Transcriptionist 19.62
12210 - Nuclear Medicine Technologist 38.40
12221 - Nursing Assistant I 13.22
12222 - Nursing Assistant II 14.85
12223 - Nursing Assistant III 16.21
12224 - Nursing Assistant IV 18.21
12235 - Optical Dispenser 21.62
12236 - Optical Technician 16.60
12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 18.23
12305 - Radiologic Technologist 28.36
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 34.77
12313 - Registered Nurse II Specialist 34.77
12314 - Registered Nurse III 42.08
12315 - Registered Nurse III Anesthetist 42.08

12316 - Registered Nurse IV 50.42
12317 - Scheduler (Drug and Alcohol Testing) 26.92
12320 - Substance Abuse Treatment Counselor 24.09
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.32
13012 - Exhibits Specialist II 28.89
13013 - Exhibits Specialist III 35.34
13041 - Illustrator I 23.32
13042 - Illustrator II 30.61
13043 - Illustrator III 37.43
13047 - Librarian 31.99
13050 - Library Aide/Clerk 16.83
13054 - Library Information Technology Systems Administrator 28.89
13058 - Library Technician 18.11
13061 - Media Specialist I 20.84
13062 - Media Specialist II 23.32
13063 - Media Specialist III 26.00
13071 - Photographer I 17.98
13072 - Photographer II 20.11
13073 - Photographer III 25.04
13074 - Photographer IV 30.62
13075 - Photographer V 37.06
13090 - Technical Order Library Clerk 17.50
13110 - Video Teleconference Technician 24.52
14000 - Information Technology Occupations
14041 - Computer Operator I 19.57
14042 - Computer Operator II 21.88
14043 - Computer Operator III 24.39
14044 - Computer Operator IV 27.11
14045 - Computer Operator V 30.02
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.57
14160 - Personal Computer Support Technician 27.11
14170 - System Support Specialist 30.58
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.73
15020 - Aircrew Training Devices Instructor (Rated) 40.82
15030 - Air Crew Training Devices Instructor (Pilot) 48.92
15050 - Computer Based Training Specialist / Instructor 33.73
15060 - Educational Technologist 32.74
15070 - Flight Instructor (Pilot) 48.92
15080 - Graphic Artist 25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.92

15086 - Maintenance Test Pilot Rotary Wing 48.92
15088 - Non-Maintenance Test/Co-Pilot 48.92
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.77
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 16.89
16220 - Tailor 17.98
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 21.99
21040 - Material Expediter 21.99
21050 - Material Handling Laborer 15.28
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 17.77
21130 - Shipping/Receiving Clerk 17.77
21140 - Store Worker I 18.81
21150 - Stock Clerk 22.67
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.21
23019 - Aircraft Logs and Records Technician 26.99
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.21
23023 - Aircraft Mechanic III 32.17
23040 - Aircraft Mechanic Helper 24.85
23050 - Aircraft Painter 29.14
23060 - Aircraft Servicer 26.99
23070 - Aircraft Survival Flight Equipment Technician 29.14
23080 - Aircraft Worker 28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 28.03

23120 - Bicycle Repairer 25.00
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 27.99
23160 - Electrician Maintenance 29.02
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 25.97
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 30.23
23312 - Fuel Distribution System Operator 26.07
23370 - General Maintenance Worker 22.10
23380 - Ground Support Equipment Mechanic 30.13
23381 - Ground Support Equipment Servicer 26.99
23382 - Ground Support Equipment Worker 28.10
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.04
23393 - Gunsmith III 28.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.69
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 28.99
23465 - Laboratory/Shelter Mechanic 28.03
23470 - Laborer 15.83
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 28.27
23550 - Machinist Maintenance 23.39
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.99
23592 - Metrology Technician II 30.03
23593 - Metrology Technician III 30.95
23640 - Millwright 26.93
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 21.97
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 28.81
23820 - Pneudraulic Systems Mechanic 28.99
23850 - Rigger 28.99
23870 - Scale Mechanic 27.04
23890 - Sheet-Metal Worker Maintenance 37.79
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 33.88
23932 - Telecommunications Mechanic II 35.09
23950 - Telephone Lineman 40.41
23960 - Welder Combination Maintenance 21.13

23965 - Well Driller	29.28
23970 - Woodcraft Worker	28.99
23980 - Woodworker	25.00
24000 - Personal Needs Occupations	
24550 - Case Manager	17.60
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	17.60
24630 - Homemaker	17.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.87
25040 - Sewage Plant Operator	26.64
25070 - Stationary Engineer	28.87
25190 - Ventilation Equipment Tender	23.81
25210 - Water Treatment Plant Operator	26.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.93
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	26.22
27010 - Court Security Officer	29.22
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	26.22
27070 - Firefighter	32.98
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	30.59
27132 - Police Officer II	34.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.59
28210 - Gate Attendant/Gate Tender	16.60
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	18.56
28510 - Recreation Aide/Health Facility Attendant	13.54
28515 - Recreation Specialist	22.99
28630 - Sports Official	14.78
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.02
29020 - Hatch Tender	26.02
29030 - Line Handler	26.02
29041 - Stevedore I	25.00
29042 - Stevedore II	26.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35

30021 - Archeological Technician I 21.07
30022 - Archeological Technician II 23.56
30023 - Archeological Technician III 29.19
30030 - Cartographic Technician 29.19
30040 - Civil Engineering Technician 30.87
30051 - Cryogenic Technician I 29.95
30052 - Cryogenic Technician II 33.08
30061 - Drafter/CAD Operator I 21.07
30062 - Drafter/CAD Operator II 23.56
30063 - Drafter/CAD Operator III 26.26
30064 - Drafter/CAD Operator IV 32.32
30081 - Engineering Technician I 18.23
30082 - Engineering Technician II 20.47
30083 - Engineering Technician III 23.23
30084 - Engineering Technician IV 28.83
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 42.58
30090 - Environmental Technician 24.33
30095 - Evidence Control Specialist 27.05
30210 - Laboratory Technician 25.35
30221 - Latent Fingerprint Technician I 29.95
30222 - Latent Fingerprint Technician II 33.08
30240 - Mathematical Technician 29.80
30361 - Paralegal/Legal Assistant I 22.90
30362 - Paralegal/Legal Assistant II 28.37
30363 - Paralegal/Legal Assistant III 34.70
30364 - Paralegal/Legal Assistant IV 42.00
30375 - Petroleum Supply Specialist 33.08
30390 - Photo-Optics Technician 29.19
30395 - Radiation Control Technician 33.08
30461 - Technical Writer I 26.87
30462 - Technical Writer II 32.86
30463 - Technical Writer III 39.76
30491 - Unexploded Ordnance (UXO) Technician I 29.58
30492 - Unexploded Ordnance (UXO) Technician II 35.79
30493 - Unexploded Ordnance (UXO) Technician III 42.90
30494 - Unexploded (UXO) Safety Escort 29.58
30495 - Unexploded (UXO) Sweep Personnel 29.58
30501 - Weather Forecaster I 32.32
30502 - Weather Forecaster II 39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.26
30621 - Weather Observer Senior (see 2) 29.19
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.79
31020 - Bus Aide 16.74
31030 - Bus Driver 21.08
31043 - Driver Courier 18.13
31260 - Parking and Lot Attendant 12.50
31290 - Shuttle Bus Driver 19.00

31310 - Taxi Driver	14.74
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	23.38
31364 - Truckdriver Tractor-Trailer	23.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	13.08
99252 - Laboratory Animal Caretaker II	13.68
99260 - Marketing Analyst	27.57
99310 - Mortician	34.20
99410 - Pest Controller	20.45
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	18.72
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	13.33
99830 - Survey Party Chief	32.79
99831 - Surveying Aide	19.47
99832 - Surveying Technician	28.78
99840 - Vending Machine Attendant	19.24
99841 - Vending Machine Repairer	22.61
99842 - Vending Machine Repairer Helper	19.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4206
Revision No.: 14
Date Of Last Revision: 04/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Lehigh Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.18
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		27.57
01035 - Court Reporter		25.56
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.51
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		19.17
01070 - Document Preparation Clerk		16.53

01090 - Duplicating Machine Operator 16.53
01111 - General Clerk I 15.70
01112 - General Clerk II 17.12
01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 14.99
01191 - Order Clerk I 16.67
01192 - Order Clerk II 18.18
01261 - Personnel Assistant (Employment) I 17.80
01262 - Personnel Assistant (Employment) II 19.91
01263 - Personnel Assistant (Employment) III 22.20
01270 - Production Control Clerk 22.74
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 17.14
01410 - Supply Technician 27.57
01420 - Survey Worker 17.92
01460 - Switchboard Operator/Receptionist 15.46
01531 - Travel Clerk I 15.72
01532 - Travel Clerk II 17.05
01533 - Travel Clerk III 18.44
01611 - Word Processor I 16.49
01612 - Word Processor II 18.51
01613 - Word Processor III 20.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.83
05010 - Automotive Electrician 22.03
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.11
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 14.89
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 15.35
07042 - Cook II 16.60
07070 - Dishwasher 10.15
07130 - Food Service Worker 11.55
07210 - Meat Cutter 17.30

07260 - Waiter/Waitress	11.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	13.69
11090 - Gardener	16.83
11122 - Housekeeping Aide	13.69
11150 - Janitor	13.69
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	11.41
11260 - Pruner	13.46
11270 - Tractor Operator	16.09
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	19.59
12011 - Breath Alcohol Technician	21.72
12012 - Certified Occupational Therapist Assistant	27.84
12015 - Certified Physical Therapist Assistant	28.01
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	36.25
12030 - EKG Technician	32.13
12035 - Electroneurodiagnostic Technologist	32.13
12040 - Emergency Medical Technician	19.59
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	16.69
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	19.07
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	36.69
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	28.36
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	33.28

12313 - Registered Nurse II Specialist		33.28
12314 - Registered Nurse III		40.27
12315 - Registered Nurse III Anesthetist		40.27
12316 - Registered Nurse IV		48.27
12317 - Scheduler (Drug and Alcohol Testing)		26.92
12320 - Substance Abuse Treatment Counselor		24.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.89
13013 - Exhibits Specialist III		35.34
13041 - Illustrator I		23.32
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.99
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		28.89
13058 - Library Technician		18.11
13061 - Media Specialist I		20.84
13062 - Media Specialist II		23.32
13063 - Media Specialist III		26.00
13071 - Photographer I		17.96
13072 - Photographer II		19.97
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		24.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		30.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		32.41

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 24.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.04
15086 - Maintenance Test Pilot Rotary Wing 48.04
15088 - Non-Maintenance Test/Co-Pilot 48.04
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 15.61
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 16.72
16220 - Tailor 17.80
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 21.99
21040 - Material Expediter 21.99
21050 - Material Handling Laborer 14.57
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.81
21130 - Shipping/Receiving Clerk 16.81
21140 - Store Worker I 18.62
21150 - Stock Clerk 22.44
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.15
23019 - Aircraft Logs and Records Technician 26.08
23021 - Aircraft Mechanic I 29.11
23022 - Aircraft Mechanic II 30.15
23023 - Aircraft Mechanic III 31.08
23040 - Aircraft Mechanic Helper 24.01
23050 - Aircraft Painter 28.15
23060 - Aircraft Servicer 26.08
23070 - Aircraft Survival Flight Equipment Technician 28.15
23080 - Aircraft Worker 27.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.11
23110 - Appliance Mechanic 27.42
23120 - Bicycle Repairer 24.33
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 27.99
23160 - Electrician Maintenance 29.02
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 25.40
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 24.46
23311 - Fuel Distribution System Mechanic 30.22
23312 - Fuel Distribution System Operator 26.06
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 29.11
23381 - Ground Support Equipment Servicer 26.08
23382 - Ground Support Equipment Worker 27.15
23391 - Gunsmith I 24.46
23392 - Gunsmith II 26.45
23393 - Gunsmith III 28.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.48
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 28.36
23465 - Laboratory/Shelter Mechanic 27.42
23470 - Laborer 15.83
23510 - Locksmith 27.42
23530 - Machinery Maintenance Mechanic 27.57
23550 - Machinist Maintenance 22.37
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 28.36
23592 - Metrology Technician II 29.37
23593 - Metrology Technician III 30.28
23640 - Millwright 26.93
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 21.97
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 26.80
23820 - Pneudraulic Systems Mechanic 28.36
23850 - Rigger 28.36
23870 - Scale Mechanic 26.45
23890 - Sheet-Metal Worker Maintenance 35.29
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 31.42

23932 - Telecommunications Mechanic II 32.57
23950 - Telephone Lineman 36.74
23960 - Welder Combination Maintenance 20.91
23965 - Well Driller 28.36
23970 - Woodcraft Worker 28.36
23980 - Woodworker 24.46
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 12.00
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 12.55
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.38
25040 - Sewage Plant Operator 25.64
25070 - Stationary Engineer 26.38
25190 - Ventilation Equipment Tender 21.75
25210 - Water Treatment Plant Operator 25.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.93
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 26.22
27010 - Court Security Officer 29.22
27030 - Detection Dog Handler 18.81
27040 - Detention Officer 26.22
27070 - Firefighter 29.98
27101 - Guard I 13.48
27102 - Guard II 18.81
27131 - Police Officer I 29.84
27132 - Police Officer II 33.16
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.46
28042 - Carnival Equipment Repairer 12.02
28043 - Carnival Worker 9.59
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 13.03
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 17.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.02
29020 - Hatch Tender 26.02
29030 - Line Handler 26.02
29041 - Stevedore I 25.00
29042 - Stevedore II 26.98
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.18
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 28.40
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 18.23
30082 - Engineering Technician II 20.47
30083 - Engineering Technician III 23.23
30084 - Engineering Technician IV 28.83
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 42.58
30090 - Environmental Technician 24.33
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 25.35
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 28.18
30361 - Paralegal/Legal Assistant I 21.24
30362 - Paralegal/Legal Assistant II 26.32
30363 - Paralegal/Legal Assistant III 32.18
30364 - Paralegal/Legal Assistant IV 38.94
30375 - Petroleum Supply Specialist 30.07
30390 - Photo-Optics Technician 28.18
30395 - Radiation Control Technician 30.07
30461 - Technical Writer I 26.87
30462 - Technical Writer II 32.86
30463 - Technical Writer III 39.76
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 16.74
31030 - Bus Driver 21.08

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	11.77
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	13.60
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	23.07
31364 - Truckdriver Tractor-Trailer	23.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.44
99260 - Marketing Analyst	27.57
99310 - Mortician	34.20
99410 - Pest Controller	20.45
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	18.72
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	12.59
99830 - Survey Party Chief	32.27
99831 - Surveying Aide	19.16
99832 - Surveying Technician	28.32
99840 - Vending Machine Attendant	17.49
99841 - Vending Machine Repairer	20.55
99842 - Vending Machine Repairer Helper	17.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4207
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Carbon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.18
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		27.72
01035 - Court Reporter		22.94
01041 - Customer Service Representative I		14.81
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		15.36
01052 - Data Entry Operator II		16.76
01060 - Dispatcher Motor Vehicle		20.09
01070 - Document Preparation Clerk		17.42
01090 - Duplicating Machine Operator		17.42
01111 - General Clerk I		15.70
01112 - General Clerk II		17.12

01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 23.49
01141 - Messenger Courier 15.24
01191 - Order Clerk I 16.97
01192 - Order Clerk II 18.52
01261 - Personnel Assistant (Employment) I 19.50
01262 - Personnel Assistant (Employment) II 21.80
01263 - Personnel Assistant (Employment) III 24.30
01270 - Production Control Clerk 21.84
01290 - Rental Clerk 14.46
01300 - Scheduler Maintenance 18.85
01311 - Secretary I 18.85
01312 - Secretary II 21.08
01313 - Secretary III 23.49
01320 - Service Order Dispatcher 17.97
01410 - Supply Technician 27.72
01420 - Survey Worker 17.67
01460 - Switchboard Operator/Receptionist 15.61
01531 - Travel Clerk I 16.92
01532 - Travel Clerk II 18.35
01533 - Travel Clerk III 19.84
01611 - Word Processor I 16.54
01612 - Word Processor II 18.58
01613 - Word Processor III 20.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.63
05010 - Automotive Electrician 20.79
05040 - Automotive Glass Installer 20.05
05070 - Automotive Worker 20.05
05110 - Mobile Equipment Servicer 18.54
05130 - Motor Equipment Metal Mechanic 21.50
05160 - Motor Equipment Metal Worker 20.05
05190 - Motor Vehicle Mechanic 21.50
05220 - Motor Vehicle Mechanic Helper 17.73
05250 - Motor Vehicle Upholstery Worker 19.26
05280 - Motor Vehicle Wrecker 20.05
05310 - Painter Automotive 20.79
05340 - Radiator Repair Specialist 20.05
05370 - Tire Repairer 14.17
05400 - Transmission Repair Specialist 21.50
07000 - Food Preparation And Service Occupations
07010 - Baker 13.61
07041 - Cook I 15.71
07042 - Cook II 16.99
07070 - Dishwasher 10.64
07130 - Food Service Worker 11.71
07210 - Meat Cutter 17.14
07260 - Waiter/Waitress 12.17
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.05

09040 - Furniture Handler 13.84
09080 - Furniture Refinisher 18.09
09090 - Furniture Refinisher Helper 15.43
09110 - Furniture Repairer Minor 16.76
09130 - Upholsterer 19.90
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.01
11060 - Elevator Operator 14.20
11090 - Gardener 17.96
11122 - Housekeeping Aide 14.20
11150 - Janitor 14.20
11210 - Laborer Grounds Maintenance 15.31
11240 - Maid or Houseman 12.31
11260 - Pruner 14.37
11270 - Tractor Operator 17.17
11330 - Trail Maintenance Worker 15.31
11360 - Window Cleaner 15.13
12000 - Health Occupations
12010 - Ambulance Driver 19.46
12011 - Breath Alcohol Technician 21.94
12012 - Certified Occupational Therapist Assistant 27.58
12015 - Certified Physical Therapist Assistant 27.06
12020 - Dental Assistant 20.84
12025 - Dental Hygienist 35.05
12030 - EKG Technician 32.13
12035 - Electroneurodiagnostic Technologist 32.13
12040 - Emergency Medical Technician 19.46
12071 - Licensed Practical Nurse I 19.62
12072 - Licensed Practical Nurse II 21.94
12073 - Licensed Practical Nurse III 24.45
12100 - Medical Assistant 17.10
12130 - Medical Laboratory Technician 25.76
12160 - Medical Record Clerk 16.71
12190 - Medical Record Technician 19.07
12195 - Medical Transcriptionist 19.62
12210 - Nuclear Medicine Technologist 38.40
12221 - Nursing Assistant I 13.22
12222 - Nursing Assistant II 14.85
12223 - Nursing Assistant III 16.21
12224 - Nursing Assistant IV 18.21
12235 - Optical Dispenser 19.76
12236 - Optical Technician 15.68
12250 - Pharmacy Technician 13.98
12280 - Phlebotomist 18.23
12305 - Radiologic Technologist 27.31
12311 - Registered Nurse I 28.42
12312 - Registered Nurse II 34.77
12313 - Registered Nurse II Specialist 34.77
12314 - Registered Nurse III 42.08
12315 - Registered Nurse III Anesthetist 42.08

12316 - Registered Nurse IV		50.42
12317 - Scheduler (Drug and Alcohol Testing)		27.18
12320 - Substance Abuse Treatment Counselor		24.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.89
13013 - Exhibits Specialist III		35.34
13041 - Illustrator I		23.32
13042 - Illustrator II		28.89
13043 - Illustrator III		35.34
13047 - Librarian		31.99
13050 - Library Aide/Clerk		12.79
13054 - Library Information Technology Systems Administrator		28.89
13058 - Library Technician		16.67
13061 - Media Specialist I		20.04
13062 - Media Specialist II		22.41
13063 - Media Specialist III		24.98
13071 - Photographer I		16.86
13072 - Photographer II		18.88
13073 - Photographer III		23.39
13074 - Photographer IV		28.59
13075 - Photographer V		34.61
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.57
14042 - Computer Operator II		21.88
14043 - Computer Operator III		24.39
14044 - Computer Operator IV		27.11
14045 - Computer Operator V		30.02
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	27.45
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.57
14160 - Personal Computer Support Technician		27.11
14170 - System Support Specialist		30.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.73
15020 - Aircrew Training Devices Instructor (Rated)		40.82
15030 - Air Crew Training Devices Instructor (Pilot)		48.92
15050 - Computer Based Training Specialist / Instructor		33.73
15060 - Educational Technologist		32.74
15070 - Flight Instructor (Pilot)		48.92
15080 - Graphic Artist		25.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.92

15086 - Maintenance Test Pilot Rotary Wing 48.92
15088 - Non-Maintenance Test/Co-Pilot 48.92
15090 - Technical Instructor 23.42
15095 - Technical Instructor/Course Developer 28.89
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.77
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 16.89
16220 - Tailor 17.98
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.34
21030 - Material Coordinator 21.84
21040 - Material Expediter 21.84
21050 - Material Handling Laborer 15.28
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 18.34
21110 - Shipping Packer 17.77
21130 - Shipping/Receiving Clerk 17.77
21140 - Store Worker I 18.81
21150 - Stock Clerk 22.67
21210 - Tools And Parts Attendant 18.34
21410 - Warehouse Specialist 18.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.21
23019 - Aircraft Logs and Records Technician 26.99
23021 - Aircraft Mechanic I 30.13
23022 - Aircraft Mechanic II 31.21
23023 - Aircraft Mechanic III 32.17
23040 - Aircraft Mechanic Helper 24.85
23050 - Aircraft Painter 29.14
23060 - Aircraft Servicer 26.99
23070 - Aircraft Survival Flight Equipment Technician 29.14
23080 - Aircraft Worker 28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.13
23110 - Appliance Mechanic 28.03

23120 - Bicycle Repairer 21.93
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 23.84
23140 - Carpet Layer 25.25
23160 - Electrician Maintenance 27.44
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 25.97
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 25.00
23311 - Fuel Distribution System Mechanic 30.23
23312 - Fuel Distribution System Operator 26.07
23370 - General Maintenance Worker 22.10
23380 - Ground Support Equipment Mechanic 30.13
23381 - Ground Support Equipment Servicer 26.99
23382 - Ground Support Equipment Worker 28.10
23391 - Gunsmith I 25.00
23392 - Gunsmith II 27.04
23393 - Gunsmith III 28.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.52
23430 - Heavy Equipment Mechanic 24.69
23440 - Heavy Equipment Operator 24.92
23460 - Instrument Mechanic 28.99
23465 - Laboratory/Shelter Mechanic 28.03
23470 - Laborer 15.28
23510 - Locksmith 28.03
23530 - Machinery Maintenance Mechanic 28.27
23550 - Machinist Maintenance 23.39
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 28.99
23592 - Metrology Technician II 30.03
23593 - Metrology Technician III 30.95
23640 - Millwright 26.77
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 20.45
23790 - Pipefitter Maintenance 29.79
23810 - Plumber Maintenance 28.81
23820 - Pneudraulic Systems Mechanic 28.99
23850 - Rigger 28.99
23870 - Scale Mechanic 27.04
23890 - Sheet-Metal Worker Maintenance 37.07
23910 - Small Engine Mechanic 15.75
23931 - Telecommunications Mechanic I 33.88
23932 - Telecommunications Mechanic II 35.09
23950 - Telephone Lineman 40.06
23960 - Welder Combination Maintenance 21.13

23965 - Well Driller		27.72
23970 - Woodcraft Worker		28.99
23980 - Woodworker		24.79
24000 - Personal Needs Occupations		
24550 - Case Manager		17.60
24570 - Child Care Attendant		11.55
24580 - Child Care Center Clerk		14.40
24610 - Chore Aide		12.24
24620 - Family Readiness And Support Services Coordinator		17.60
24630 - Homemaker		17.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.87
25040 - Sewage Plant Operator		26.64
25070 - Stationary Engineer		28.87
25190 - Ventilation Equipment Tender		23.81
25210 - Water Treatment Plant Operator		26.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.93
27007 - Baggage Inspector		12.97
27008 - Corrections Officer		25.74
27010 - Court Security Officer		29.20
27030 - Detection Dog Handler		15.71
27040 - Detention Officer		25.74
27070 - Firefighter		32.87
27101 - Guard I		12.97
27102 - Guard II		15.71
27131 - Police Officer I		30.59
27132 - Police Officer II		34.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.42
28042 - Carnival Equipment Repairer		11.94
28043 - Carnival Worker		9.55
28210 - Gate Attendant/Gate Tender		16.60
28310 - Lifeguard		12.18
28350 - Park Attendant (Aide)		18.56
28510 - Recreation Aide/Health Facility Attendant		13.54
28515 - Recreation Specialist		22.99
28630 - Sports Official		14.78
28690 - Swimming Pool Operator		16.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.02
29020 - Hatch Tender		26.02
29030 - Line Handler		26.02
29041 - Stevedore I		25.00
29042 - Stevedore II		26.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.53
30022 - Archeological Technician II		21.84
30023 - Archeological Technician III		27.05
30030 - Cartographic Technician		27.05
30040 - Civil Engineering Technician		30.87
30051 - Cryogenic Technician I		29.95
30052 - Cryogenic Technician II		33.08
30061 - Drafter/CAD Operator I		19.53
30062 - Drafter/CAD Operator II		21.84
30063 - Drafter/CAD Operator III		24.34
30064 - Drafter/CAD Operator IV		29.95
30081 - Engineering Technician I		18.10
30082 - Engineering Technician II		20.31
30083 - Engineering Technician III		22.71
30084 - Engineering Technician IV		28.14
30085 - Engineering Technician V		34.42
30086 - Engineering Technician VI		41.65
30090 - Environmental Technician		25.15
30095 - Evidence Control Specialist		27.05
30210 - Laboratory Technician		24.31
30221 - Latent Fingerprint Technician I		29.95
30222 - Latent Fingerprint Technician II		33.08
30240 - Mathematical Technician		27.05
30361 - Paralegal/Legal Assistant I		22.90
30362 - Paralegal/Legal Assistant II		28.37
30363 - Paralegal/Legal Assistant III		34.70
30364 - Paralegal/Legal Assistant IV		42.00
30375 - Petroleum Supply Specialist		33.08
30390 - Photo-Optics Technician		27.05
30395 - Radiation Control Technician		33.08
30461 - Technical Writer I		26.87
30462 - Technical Writer II		32.86
30463 - Technical Writer III		39.76
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		32.32
30502 - Weather Forecaster II		39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.34
30621 - Weather Observer Senior	(see 2)	27.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		15.22
31030 - Bus Driver		18.56
31043 - Driver Courier		15.42
31260 - Parking and Lot Attendant		12.50
31290 - Shuttle Bus Driver		16.13

31310 - Taxi Driver	14.05
31361 - Truckdriver Light	16.13
31362 - Truckdriver Medium	16.75
31363 - Truckdriver Heavy	23.38
31364 - Truckdriver Tractor-Trailer	23.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	11.16
99050 - Desk Clerk	11.79
99095 - Embalmer	28.19
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	13.08
99252 - Laboratory Animal Caretaker II	13.68
99260 - Marketing Analyst	27.57
99310 - Mortician	28.19
99410 - Pest Controller	18.83
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	20.52
99730 - Refuse Collector	17.17
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	13.33
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	20.31
99832 - Surveying Technician	27.65
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	20.01
99842 - Vending Machine Repairer Helper	18.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4208
Revision No.: 14
Date Of Last Revision: 04/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Carbon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.18
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		27.37
01035 - Court Reporter		22.94
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.51
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.95
01060 - Dispatcher Motor Vehicle		19.17
01070 - Document Preparation Clerk		16.25

01090 - Duplicating Machine Operator 16.25
01111 - General Clerk I 15.70
01112 - General Clerk II 17.12
01113 - General Clerk III 19.22
01120 - Housing Referral Assistant 22.54
01141 - Messenger Courier 14.99
01191 - Order Clerk I 16.67
01192 - Order Clerk II 18.18
01261 - Personnel Assistant (Employment) I 17.80
01262 - Personnel Assistant (Employment) II 19.91
01263 - Personnel Assistant (Employment) III 22.20
01270 - Production Control Clerk 21.84
01290 - Rental Clerk 13.27
01300 - Scheduler Maintenance 18.07
01311 - Secretary I 18.07
01312 - Secretary II 20.21
01313 - Secretary III 22.54
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 27.37
01420 - Survey Worker 17.31
01460 - Switchboard Operator/Receptionist 15.46
01531 - Travel Clerk I 15.72
01532 - Travel Clerk II 17.05
01533 - Travel Clerk III 18.44
01611 - Word Processor I 16.49
01612 - Word Processor II 18.51
01613 - Word Processor III 20.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.63
05010 - Automotive Electrician 19.79
05040 - Automotive Glass Installer 19.08
05070 - Automotive Worker 19.08
05110 - Mobile Equipment Servicer 17.65
05130 - Motor Equipment Metal Mechanic 20.46
05160 - Motor Equipment Metal Worker 19.08
05190 - Motor Vehicle Mechanic 20.46
05220 - Motor Vehicle Mechanic Helper 16.87
05250 - Motor Vehicle Upholstery Worker 18.33
05280 - Motor Vehicle Wrecker 19.08
05310 - Painter Automotive 19.79
05340 - Radiator Repair Specialist 19.08
05370 - Tire Repairer 14.17
05400 - Transmission Repair Specialist 20.46
07000 - Food Preparation And Service Occupations
07010 - Baker 13.21
07041 - Cook I 15.35
07042 - Cook II 16.60
07070 - Dishwasher 10.15
07130 - Food Service Worker 11.28
07210 - Meat Cutter 16.31

07260 - Waiter/Waitress	11.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.09
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	18.09
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer Minor	16.76
09130 - Upholsterer	18.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	13.69
11090 - Gardener	16.83
11122 - Housekeeping Aide	13.69
11150 - Janitor	13.69
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	11.41
11260 - Pruner	13.46
11270 - Tractor Operator	16.09
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	18.99
12011 - Breath Alcohol Technician	21.72
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	27.06
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	35.00
12030 - EKG Technician	32.13
12035 - Electroneurodiagnostic Technologist	32.13
12040 - Emergency Medical Technician	18.99
12071 - Licensed Practical Nurse I	19.42
12072 - Licensed Practical Nurse II	21.72
12073 - Licensed Practical Nurse III	24.22
12100 - Medical Assistant	16.69
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	19.07
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	36.69
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	17.96
12236 - Optical Technician	15.33
12250 - Pharmacy Technician	13.42
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	27.21
12312 - Registered Nurse II	33.28

12313 - Registered Nurse II Specialist		33.28
12314 - Registered Nurse III		40.27
12315 - Registered Nurse III Anesthetist		40.27
12316 - Registered Nurse IV		48.27
12317 - Scheduler (Drug and Alcohol Testing)		26.92
12320 - Substance Abuse Treatment Counselor		24.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.89
13013 - Exhibits Specialist III		35.34
13041 - Illustrator I		23.32
13042 - Illustrator II		28.89
13043 - Illustrator III		35.34
13047 - Librarian		31.99
13050 - Library Aide/Clerk		12.79
13054 - Library Information Technology Systems Administrator		28.89
13058 - Library Technician		16.67
13061 - Media Specialist I		19.98
13062 - Media Specialist II		22.34
13063 - Media Specialist III		24.91
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		17.50
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.95
14042 - Computer Operator II		20.09
14043 - Computer Operator III		22.39
14044 - Computer Operator IV		24.88
14045 - Computer Operator V		27.55
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	27.45
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.95
14160 - Personal Computer Support Technician		24.88
14170 - System Support Specialist		30.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.13
15020 - Aircrew Training Devices Instructor (Rated)		40.07
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.13
15060 - Educational Technologist		31.53

15070 - Flight Instructor (Pilot) 48.04
15080 - Graphic Artist 24.35
15085 - Maintenance Test Pilot Fixed Jet/Prop 48.04
15086 - Maintenance Test Pilot Rotary Wing 48.04
15088 - Non-Maintenance Test/Co-Pilot 48.04
15090 - Technical Instructor 23.38
15095 - Technical Instructor/Course Developer 28.89
15110 - Test Proctor 18.48
15120 - Tutor 18.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 15.61
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 16.72
16220 - Tailor 17.80
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.82
19040 - Tool And Die Maker 24.86
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.16
21030 - Material Coordinator 21.84
21040 - Material Expediter 21.84
21050 - Material Handling Laborer 14.57
21071 - Order Filler 12.88
21080 - Production Line Worker (Food Processing) 17.16
21110 - Shipping Packer 16.81
21130 - Shipping/Receiving Clerk 16.81
21140 - Store Worker I 18.62
21150 - Stock Clerk 22.44
21210 - Tools And Parts Attendant 17.16
21410 - Warehouse Specialist 17.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.15
23019 - Aircraft Logs and Records Technician 26.08
23021 - Aircraft Mechanic I 29.11
23022 - Aircraft Mechanic II 30.15
23023 - Aircraft Mechanic III 31.08
23040 - Aircraft Mechanic Helper 24.01
23050 - Aircraft Painter 28.15
23060 - Aircraft Servicer 26.08
23070 - Aircraft Survival Flight Equipment Technician 28.15
23080 - Aircraft Worker 27.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.15

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.11
23110 - Appliance Mechanic 26.91
23120 - Bicycle Repairer 19.94
23125 - Cable Splicer 42.93
23130 - Carpenter Maintenance 23.84
23140 - Carpet Layer 25.25
23160 - Electrician Maintenance 27.44
23181 - Electronics Technician Maintenance I 27.27
23182 - Electronics Technician Maintenance II 28.28
23183 - Electronics Technician Maintenance III 29.24
23260 - Fabric Worker 25.40
23290 - Fire Alarm System Mechanic 25.68
23310 - Fire Extinguisher Repairer 24.46
23311 - Fuel Distribution System Mechanic 30.05
23312 - Fuel Distribution System Operator 25.56
23370 - General Maintenance Worker 21.35
23380 - Ground Support Equipment Mechanic 29.11
23381 - Ground Support Equipment Servicer 26.08
23382 - Ground Support Equipment Worker 27.15
23391 - Gunsmith I 24.46
23392 - Gunsmith II 26.45
23393 - Gunsmith III 28.36
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.44
23430 - Heavy Equipment Mechanic 23.64
23440 - Heavy Equipment Operator 24.45
23460 - Instrument Mechanic 28.36
23465 - Laboratory/Shelter Mechanic 27.42
23470 - Laborer 14.57
23510 - Locksmith 27.42
23530 - Machinery Maintenance Mechanic 27.57
23550 - Machinist Maintenance 22.37
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 28.36
23592 - Metrology Technician II 29.37
23593 - Metrology Technician III 30.28
23640 - Millwright 26.12
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 27.71
23810 - Plumber Maintenance 26.80
23820 - Pneudraulic Systems Mechanic 28.36
23850 - Rigger 28.36
23870 - Scale Mechanic 26.45
23890 - Sheet-Metal Worker Maintenance 33.70
23910 - Small Engine Mechanic 15.75
23931 - Telecommunications Mechanic I 31.42

23932 - Telecommunications Mechanic II 32.55
23950 - Telephone Lineman 36.42
23960 - Welder Combination Maintenance 20.40
23965 - Well Driller 25.20
23970 - Woodcraft Worker 28.36
23980 - Woodworker 22.54
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 11.04
24580 - Child Care Center Clerk 13.77
24610 - Chore Aide 12.24
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.38
25040 - Sewage Plant Operator 25.64
25070 - Stationary Engineer 26.38
25190 - Ventilation Equipment Tender 21.75
25210 - Water Treatment Plant Operator 25.64
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.93
27007 - Baggage Inspector 12.31
27008 - Corrections Officer 25.74
27010 - Court Security Officer 28.55
27030 - Detection Dog Handler 15.71
27040 - Detention Officer 25.74
27070 - Firefighter 29.88
27101 - Guard I 12.31
27102 - Guard II 15.71
27131 - Police Officer I 29.84
27132 - Police Officer II 33.16
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.36
28042 - Carnival Equipment Repairer 11.89
28043 - Carnival Worker 9.51
28210 - Gate Attendant/Gate Tender 15.96
28310 - Lifeguard 12.18
28350 - Park Attendant (Aide) 17.85
28510 - Recreation Aide/Health Facility Attendant 13.03
28515 - Recreation Specialist 22.12
28630 - Sports Official 14.21
28690 - Swimming Pool Operator 16.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.02
29020 - Hatch Tender 26.02
29030 - Line Handler 26.02
29041 - Stevedore I 25.00
29042 - Stevedore II 26.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 17.75
30022 - Archeological Technician II 19.85
30023 - Archeological Technician III 24.59
30030 - Cartographic Technician 24.59
30040 - Civil Engineering Technician 28.40
30051 - Cryogenic Technician I 27.23
30052 - Cryogenic Technician II 30.07
30061 - Drafter/CAD Operator I 17.75
30062 - Drafter/CAD Operator II 19.85
30063 - Drafter/CAD Operator III 22.13
30064 - Drafter/CAD Operator IV 27.23
30081 - Engineering Technician I 16.45
30082 - Engineering Technician II 18.46
30083 - Engineering Technician III 20.65
30084 - Engineering Technician IV 25.58
30085 - Engineering Technician V 31.29
30086 - Engineering Technician VI 37.86
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 24.59
30210 - Laboratory Technician 24.23
30221 - Latent Fingerprint Technician I 27.23
30222 - Latent Fingerprint Technician II 30.07
30240 - Mathematical Technician 24.59
30361 - Paralegal/Legal Assistant I 21.24
30362 - Paralegal/Legal Assistant II 26.32
30363 - Paralegal/Legal Assistant III 32.18
30364 - Paralegal/Legal Assistant IV 38.94
30375 - Petroleum Supply Specialist 30.07
30390 - Photo-Optics Technician 24.59
30395 - Radiation Control Technician 30.07
30461 - Technical Writer I 26.87
30462 - Technical Writer II 32.86
30463 - Technical Writer III 39.76
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.13
30621 - Weather Observer Senior (see 2) 24.59
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 15.22
31030 - Bus Driver 18.56

31043 - Driver Courier	15.42
31260 - Parking and Lot Attendant	11.77
31290 - Shuttle Bus Driver	16.13
31310 - Taxi Driver	12.77
31361 - Truckdriver Light	16.13
31362 - Truckdriver Medium	16.75
31363 - Truckdriver Heavy	23.07
31364 - Truckdriver Tractor-Trailer	23.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	10.31
99050 - Desk Clerk	11.21
99095 - Embalmer	28.19
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.44
99260 - Marketing Analyst	27.57
99310 - Mortician	28.19
99410 - Pest Controller	18.83
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.65
99730 - Refuse Collector	15.61
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	27.65
99831 - Surveying Aide	18.47
99832 - Surveying Technician	25.14
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	18.19
99842 - Vending Machine Repairer Helper	16.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4209
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Hunterdon Somerset

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 17.35
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.44
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.36
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.20
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17

09040 - Furniture Handler 16.74
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 17.77
09110 - Furniture Repairer Minor 19.47
09130 - Upholsterer 21.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 24.60
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.70
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 24.60
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 23.96
12190 - Medical Record Technician 27.36
12195 - Medical Transcriptionist 21.49
12210 - Nuclear Medicine Technologist 46.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 17.33
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.25
12236 - Optical Technician 17.39
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.16
13042 - Illustrator II		32.41
13043 - Illustrator III		39.18
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		23.05
13062 - Media Specialist II		25.77
13063 - Media Specialist III		28.73
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.43

15086 - Maintenance Test Pilot Rotary Wing 51.43
15088 - Non-Maintenance Test/Co-Pilot 51.43
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.52
16030 - Counter Attendant 15.52
16040 - Dry Cleaner 19.58
16070 - Finisher Flatwork Machine 15.52
16090 - Presser Hand 15.52
16110 - Presser Machine Drycleaning 15.52
16130 - Presser Machine Shirts 15.52
16160 - Presser Machine Wearing Apparel Laundry 15.52
16190 - Sewing Machine Operator 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.38
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.35
19040 - Tool And Die Maker 29.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 27.79

23120 - Bicycle Repairer 22.81
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 31.10
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 31.04
23182 - Electronics Technician Maintenance II 32.37
23183 - Electronics Technician Maintenance III 33.64
23260 - Fabric Worker 34.74
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 32.23
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 32.42
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 32.42
23592 - Metrology Technician II 33.69
23593 - Metrology Technician III 34.95
23640 - Millwright 40.14
23710 - Office Appliance Repairer 24.38
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 36.44
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 30.65
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		33.48
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.72
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		14.45
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		19.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.92
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		39.92
25190 - Ventilation Equipment Tender		31.56
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		19.18
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		19.18
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.57
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.66
29020 - Hatch Tender		33.66
29030 - Line Handler		33.66
29041 - Stevedore I		31.94
29042 - Stevedore II		35.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		30.71
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.16
30082 - Engineering Technician II		22.24
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		28.41
30222 - Latent Fingerprint Technician II		31.38
30240 - Mathematical Technician		36.16
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		27.45
30462 - Technical Writer II		33.57
30463 - Technical Writer III		40.63
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.19
30502 - Weather Forecaster II		36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		23.64
31030 - Bus Driver		30.47
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	30.11
99730 - Refuse Collector	24.44
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	35.59
99831 - Surveying Aide	21.58
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	18.18
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.59

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4210
Revision No.: 14
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Hunterdon Somerset

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.38
01191 - Order Clerk I 17.35
01192 - Order Clerk II 21.37
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.22
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 19.66
01410 - Supply Technician 34.92
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.45
01532 - Travel Clerk II 18.91
01533 - Travel Clerk III 20.52
01611 - Word Processor I 17.87
01612 - Word Processor II 20.07
01613 - Word Processor III 22.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.36
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.20
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 17.33
07042 - Cook II 19.35
07070 - Dishwasher 12.53
07130 - Food Service Worker 13.47
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.20
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.64
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	20.81
12025 - Dental Hygienist	47.70
12030 - EKG Technician	35.58
12035 - Electroneurodiagnostic Technologist	35.58
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.02
12072 - Licensed Practical Nurse II	24.64
12073 - Licensed Practical Nurse III	27.46
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	32.04
12160 - Medical Record Clerk	23.96
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	17.32
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.17
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.51
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.19
13013 - Exhibits Specialist III		39.18
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		35.62
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.95
13062 - Media Specialist II		23.43
13063 - Media Specialist III		26.12
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		29.53
13074 - Photographer IV		36.11
13075 - Photographer V		43.69
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		39.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.15

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.78
15086 - Maintenance Test Pilot Rotary Wing 50.78
15088 - Non-Maintenance Test/Co-Pilot 50.78
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.11
16030 - Counter Attendant 14.11
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 14.11
16090 - Presser Hand 14.11
16110 - Presser Machine Drycleaning 14.11
16130 - Presser Machine Shirts 14.11
16160 - Presser Machine Wearing Apparel Laundry 14.11
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 15.80
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.35
19040 - Tool And Die Maker 29.38
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.22
21040 - Material Expediter 25.22
21050 - Material Handling Laborer 14.58
21071 - Order Filler 15.39
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 27.79
23120 - Bicycle Repairer 22.81
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 31.10
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 36.84
23181 - Electronics Technician Maintenance I 31.04
23182 - Electronics Technician Maintenance II 32.37
23183 - Electronics Technician Maintenance III 33.64
23260 - Fabric Worker 31.58
23290 - Fire Alarm System Mechanic 27.82
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 37.49
23312 - Fuel Distribution System Operator 30.99
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 40.43
23460 - Instrument Mechanic 32.42
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.74
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.84
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 32.42
23592 - Metrology Technician II 33.69
23593 - Metrology Technician III 34.95
23640 - Millwright 38.91
23710 - Office Appliance Repairer 24.38
23760 - Painter Maintenance 26.69
23790 - Pipefitter Maintenance 33.20
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 36.44
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 30.65
23910 - Small Engine Mechanic 22.51
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 23.01
23965 - Well Driller 33.48
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 13.14
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 19.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.29
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 36.29
25190 - Ventilation Equipment Tender 28.69
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.03
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.40
27010 - Court Security Officer 37.96
27030 - Detection Dog Handler 19.18
27040 - Detention Officer 34.40
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 19.18
27131 - Police Officer I 39.17
27132 - Police Officer II 43.48
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.04
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 17.45
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.66
29020 - Hatch Tender 33.66
29030 - Line Handler 33.66
29041 - Stevedore I 31.94
29042 - Stevedore II 35.11
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.73
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 30.71
30051 - Cryogenic Technician I 30.08
30052 - Cryogenic Technician II 33.22
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.16
30082 - Engineering Technician II 22.24
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 27.16
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 27.86
30222 - Latent Fingerprint Technician II 30.78
30240 - Mathematical Technician 32.87
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 33.22
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 33.22
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.17
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.08
30502 - Weather Forecaster II 36.60
30620 - Weather Observer Combined Upper Air Or (see 2) 24.55
Surface Programs
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 21.49
31030 - Bus Driver 27.70

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	15.97
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	14.68
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.37
99730 - Refuse Collector	22.22
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	34.83
99831 - Surveying Aide	21.12
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	16.53
99841 - Vending Machine Repairer	21.10
99842 - Vending Machine Repairer Helper	17.81

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4211
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Essex Morris Sussex Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.63
01191 - Order Clerk I 16.49
01192 - Order Clerk II 21.31
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 36.15
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.43
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.92
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.64
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 14.12
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 15.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.00

09040 - Furniture Handler 16.73
09080 - Furniture Refinisher 22.00
09090 - Furniture Refinisher Helper 18.56
09110 - Furniture Repairer Minor 20.16
09130 - Upholsterer 22.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 15.24
11060 - Elevator Operator 17.27
11090 - Gardener 21.29
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 24.60
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 33.97
12015 - Certified Physical Therapist Assistant 30.02
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 47.70
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 24.60
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 34.18
12160 - Medical Record Clerk 23.96
12190 - Medical Record Technician 27.36
12195 - Medical Transcriptionist 21.49
12210 - Nuclear Medicine Technologist 46.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 17.33
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 28.25
12236 - Optical Technician 17.39
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 32.76
12312 - Registered Nurse II 38.41
12313 - Registered Nurse II Specialist 38.41
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III Anesthetist 49.39

12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.27
13012 - Exhibits Specialist II		33.78
13013 - Exhibits Specialist III		41.32
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.90
14042 - Computer Operator II		23.39
14043 - Computer Operator III		26.08
14044 - Computer Operator IV		28.99
14045 - Computer Operator V		32.09
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.90
14160 - Personal Computer Support Technician		28.99
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.43

15086 - Maintenance Test Pilot Rotary Wing 51.43
15088 - Non-Maintenance Test/Co-Pilot 51.43
15090 - Technical Instructor 31.05
15095 - Technical Instructor/Course Developer 37.98
15110 - Test Proctor 25.07
15120 - Tutor 25.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.52
16030 - Counter Attendant 15.52
16040 - Dry Cleaner 19.58
16070 - Finisher Flatwork Machine 15.52
16090 - Presser Hand 15.52
16110 - Presser Machine Drycleaning 15.52
16130 - Presser Machine Shirts 15.52
16160 - Presser Machine Wearing Apparel Laundry 15.52
16190 - Sewing Machine Operator 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.38
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.35
19040 - Tool And Die Maker 30.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.63
23019 - Aircraft Logs and Records Technician 33.40
23021 - Aircraft Mechanic I 38.14
23022 - Aircraft Mechanic II 39.63
23023 - Aircraft Mechanic III 41.12
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 36.71
23060 - Aircraft Servicer 33.40
23070 - Aircraft Survival Flight Equipment Technician 36.71
23080 - Aircraft Worker 35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.14
23110 - Appliance Mechanic 27.79

23120 - Bicycle Repairer 23.85
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 31.10
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 37.18
23181 - Electronics Technician Maintenance I 31.04
23182 - Electronics Technician Maintenance II 32.37
23183 - Electronics Technician Maintenance III 33.64
23260 - Fabric Worker 34.74
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 38.98
23312 - Fuel Distribution System Operator 32.23
23370 - General Maintenance Worker 23.75
23380 - Ground Support Equipment Mechanic 38.14
23381 - Ground Support Equipment Servicer 33.40
23382 - Ground Support Equipment Worker 35.20
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 42.64
23460 - Instrument Mechanic 32.42
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 32.42
23592 - Metrology Technician II 33.69
23593 - Metrology Technician III 34.95
23640 - Millwright 40.14
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 26.50
23790 - Pipefitter Maintenance 32.64
23810 - Plumber Maintenance 31.90
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 36.44
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 30.65
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 43.55
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		33.48
23970 - Woodcraft Worker		33.53
23980 - Woodworker		27.72
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.62
24580 - Child Care Center Clerk		18.22
24610 - Chore Aide		14.45
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		20.13
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.92
25040 - Sewage Plant Operator		36.48
25070 - Stationary Engineer		39.92
25190 - Ventilation Equipment Tender		31.56
25210 - Water Treatment Plant Operator		36.48
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		35.44
27010 - Court Security Officer		39.73
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		35.44
27070 - Firefighter		44.02
27101 - Guard I		17.98
27102 - Guard II		20.36
27131 - Police Officer I		39.72
27132 - Police Officer II		44.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		17.63
28043 - Carnival Worker		13.47
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		20.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.67
29020 - Hatch Tender		33.67
29030 - Line Handler		33.67
29041 - Stevedore I		31.95
29042 - Stevedore II		36.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		30.71
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		28.41
30222 - Latent Fingerprint Technician II		31.38
30240 - Mathematical Technician		36.16
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.27
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		27.45
30462 - Technical Writer II		33.57
30463 - Technical Writer III		40.63
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.19
30502 - Weather Forecaster II		36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		23.64
31030 - Bus Driver		30.47
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	30.07
99730 - Refuse Collector	24.44
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.39
99831 - Surveying Aide	22.77
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer Helper	22.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4212
Revision No.: 14
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Essex Morris Sussex Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		34.92
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 17.49
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 16.38
01191 - Order Clerk I 16.49
01192 - Order Clerk II 21.31
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22
01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 25.22
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 21.57
01311 - Secretary I 21.57
01312 - Secretary II 24.82
01313 - Secretary III 26.92
01320 - Service Order Dispatcher 20.50
01410 - Supply Technician 34.92
01420 - Survey Worker 21.64
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.45
01532 - Travel Clerk II 18.91
01533 - Travel Clerk III 20.52
01611 - Word Processor I 17.87
01612 - Word Processor II 20.07
01613 - Word Processor III 22.44
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.43
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
05160 - Motor Equipment Metal Worker 27.31
05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 23.15
05250 - Motor Vehicle Upholstery Worker 26.12
05280 - Motor Vehicle Wrecker 27.31
05310 - Painter Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 17.92
05400 - Transmission Repair Specialist 29.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.64
07041 - Cook I 17.33
07042 - Cook II 19.35
07070 - Dishwasher 12.53
07130 - Food Service Worker 13.47
07210 - Meat Cutter 19.20

07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.85
11060 - Elevator Operator	16.36
11090 - Gardener	20.40
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	16.78
11240 - Maid or Houseman	15.49
11260 - Pruner	15.59
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	20.81
12025 - Dental Hygienist	47.70
12030 - EKG Technician	35.58
12035 - Electroneurodiagnostic Technologist	35.58
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.02
12072 - Licensed Practical Nurse II	24.64
12073 - Licensed Practical Nurse III	27.46
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	32.04
12160 - Medical Record Clerk	23.96
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	17.32
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	28.17
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41

12313 - Registered Nurse II Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		30.51
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		26.51
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.00
14160 - Personal Computer Support Technician		26.35
14170 - System Support Specialist		39.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.15

15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.78
15086 - Maintenance Test Pilot Rotary Wing 50.78
15088 - Non-Maintenance Test/Co-Pilot 50.78
15090 - Technical Instructor 31.05
15095 - Technical Instructor/Course Developer 37.98
15110 - Test Proctor 25.07
15120 - Tutor 25.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.11
16030 - Counter Attendant 14.11
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 14.11
16090 - Presser Hand 14.11
16110 - Presser Machine Drycleaning 14.11
16130 - Presser Machine Shirts 14.11
16160 - Presser Machine Wearing Apparel Laundry 14.11
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 15.80
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.35
19040 - Tool And Die Maker 30.07
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.22
21040 - Material Expediter 25.22
21050 - Material Handling Laborer 14.58
21071 - Order Filler 16.41
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.53
23019 - Aircraft Logs and Records Technician 31.63
23021 - Aircraft Mechanic I 36.12
23022 - Aircraft Mechanic II 37.53
23023 - Aircraft Mechanic III 38.94
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft Painter 34.77
23060 - Aircraft Servicer 31.63
23070 - Aircraft Survival Flight Equipment Technician 34.77
23080 - Aircraft Worker 33.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.12
23110 - Appliance Mechanic 27.79
23120 - Bicycle Repairer 23.85
23125 - Cable Splicer 43.33
23130 - Carpenter Maintenance 31.10
23140 - Carpet Layer 27.98
23160 - Electrician Maintenance 37.18
23181 - Electronics Technician Maintenance I 31.04
23182 - Electronics Technician Maintenance II 32.37
23183 - Electronics Technician Maintenance III 33.64
23260 - Fabric Worker 31.58
23290 - Fire Alarm System Mechanic 28.04
23310 - Fire Extinguisher Repairer 27.68
23311 - Fuel Distribution System Mechanic 37.49
23312 - Fuel Distribution System Operator 30.99
23370 - General Maintenance Worker 23.69
23380 - Ground Support Equipment Mechanic 36.12
23381 - Ground Support Equipment Servicer 31.63
23382 - Ground Support Equipment Worker 33.34
23391 - Gunsmith I 27.68
23392 - Gunsmith II 30.90
23393 - Gunsmith III 33.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.93
23430 - Heavy Equipment Mechanic 30.64
23440 - Heavy Equipment Operator 40.43
23460 - Instrument Mechanic 32.42
23465 - Laboratory/Shelter Mechanic 32.23
23470 - Laborer 14.58
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 28.93
23550 - Machinist Maintenance 23.84
23580 - Maintenance Trades Helper 16.82
23591 - Metrology Technician I 32.42
23592 - Metrology Technician II 33.69
23593 - Metrology Technician III 34.95
23640 - Millwright 38.91
23710 - Office Appliance Repairer 25.20
23760 - Painter Maintenance 26.50
23790 - Pipefitter Maintenance 32.64
23810 - Plumber Maintenance 31.90
23820 - Pneudraulic Systems Mechanic 33.48
23850 - Rigger 36.44
23870 - Scale Mechanic 30.90
23890 - Sheet-Metal Worker Maintenance 30.65
23910 - Small Engine Mechanic 22.51
23931 - Telecommunications Mechanic I 35.25

23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.64
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 33.48
23970 - Woodcraft Worker 33.48
23980 - Woodworker 27.68
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.95
24580 - Child Care Center Clerk 17.40
24610 - Chore Aide 13.14
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 20.13
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.29
25040 - Sewage Plant Operator 33.92
25070 - Stationary Engineer 36.29
25190 - Ventilation Equipment Tender 28.69
25210 - Water Treatment Plant Operator 33.92
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.03
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 34.40
27010 - Court Security Officer 37.96
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 34.40
27070 - Firefighter 42.22
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 39.17
27132 - Police Officer II 43.48
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.15
28042 - Carnival Equipment Repairer 16.10
28043 - Carnival Worker 12.30
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 13.40
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 25.53
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 20.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.67
29020 - Hatch Tender 33.67
29030 - Line Handler 33.67
29041 - Stevedore I 31.95
29042 - Stevedore II 36.26
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 30.71
30051 - Cryogenic Technician I 30.08
30052 - Cryogenic Technician II 33.22
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02
30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.98
30082 - Engineering Technician II 22.47
30083 - Engineering Technician III 25.28
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 27.16
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 27.86
30222 - Latent Fingerprint Technician II 30.78
30240 - Mathematical Technician 32.87
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.94
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.84
30375 - Petroleum Supply Specialist 33.22
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 33.22
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.16
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.08
30502 - Weather Forecaster II 36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.55
30621 - Weather Observer Senior (see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 21.49
31030 - Bus Driver 27.70

31043 - Driver Courier	18.39
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	19.53
31310 - Taxi Driver	15.97
31361 - Truckdriver Light	19.53
31362 - Truckdriver Medium	20.63
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	12.21
99050 - Desk Clerk	14.68
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	15.18
99252 - Laboratory Animal Caretaker II	16.13
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.34
99730 - Refuse Collector	22.22
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	30.72
99831 - Surveying Aide	22.28
99832 - Surveying Technician	27.85
99840 - Vending Machine Attendant	20.16
99841 - Vending Machine Repairer	23.91
99842 - Vending Machine Repairer Helper	20.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4213
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		31.22
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		22.86
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		16.94

01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 23.75
01141 - Messenger Courier 16.63
01191 - Order Clerk I 16.05
01192 - Order Clerk II 17.53
01261 - Personnel Assistant (Employment) I 18.76
01262 - Personnel Assistant (Employment) II 20.98
01263 - Personnel Assistant (Employment) III 23.38
01270 - Production Control Clerk 25.78
01290 - Rental Clerk 15.22
01300 - Scheduler Maintenance 19.06
01311 - Secretary I 19.06
01312 - Secretary II 21.31
01313 - Secretary III 23.75
01320 - Service Order Dispatcher 20.44
01410 - Supply Technician 31.22
01420 - Survey Worker 21.68
01460 - Switchboard Operator/Receptionist 17.45
01531 - Travel Clerk I 17.80
01532 - Travel Clerk II 19.28
01533 - Travel Clerk III 20.93
01611 - Word Processor I 17.91
01612 - Word Processor II 20.12
01613 - Word Processor III 22.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.13
05010 - Automotive Electrician 21.35
05040 - Automotive Glass Installer 20.47
05070 - Automotive Worker 20.47
05110 - Mobile Equipment Servicer 18.68
05130 - Motor Equipment Metal Mechanic 22.18
05160 - Motor Equipment Metal Worker 20.47
05190 - Motor Vehicle Mechanic 22.18
05220 - Motor Vehicle Mechanic Helper 17.58
05250 - Motor Vehicle Upholstery Worker 19.42
05280 - Motor Vehicle Wrecker 20.47
05310 - Painter Automotive 21.35
05340 - Radiator Repair Specialist 20.47
05370 - Tire Repairer 15.55
05400 - Transmission Repair Specialist 22.18
07000 - Food Preparation And Service Occupations
07010 - Baker 15.62
07041 - Cook I 18.13
07042 - Cook II 20.24
07070 - Dishwasher 13.78
07130 - Food Service Worker 13.79
07210 - Meat Cutter 17.11
07260 - Waiter/Waitress 15.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.09

09040 - Furniture Handler 13.84
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.97
09110 - Furniture Repairer Minor 16.85
09130 - Upholsterer 17.67
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.43
11060 - Elevator Operator 17.27
11090 - Gardener 21.07
11122 - Housekeeping Aide 17.27
11150 - Janitor 17.27
11210 - Laborer Grounds Maintenance 17.51
11240 - Maid or Houseman 15.74
11260 - Pruner 16.27
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 17.51
11360 - Window Cleaner 18.59
12000 - Health Occupations
12010 - Ambulance Driver 21.42
12011 - Breath Alcohol Technician 24.91
12012 - Certified Occupational Therapist Assistant 30.34
12015 - Certified Physical Therapist Assistant 29.44
12020 - Dental Assistant 21.30
12025 - Dental Hygienist 43.19
12030 - EKG Technician 35.71
12035 - Electroneurodiagnostic Technologist 35.71
12040 - Emergency Medical Technician 21.42
12071 - Licensed Practical Nurse I 22.28
12072 - Licensed Practical Nurse II 24.91
12073 - Licensed Practical Nurse III 27.77
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 28.64
12160 - Medical Record Clerk 20.32
12190 - Medical Record Technician 24.81
12195 - Medical Transcriptionist 20.59
12210 - Nuclear Medicine Technologist 44.71
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 17.13
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 23.24
12236 - Optical Technician 17.39
12250 - Pharmacy Technician 17.20
12280 - Phlebotomist 20.69
12305 - Radiologic Technologist 37.34
12311 - Registered Nurse I 25.73
12312 - Registered Nurse II 31.48
12313 - Registered Nurse II Specialist 31.48
12314 - Registered Nurse III 40.88
12315 - Registered Nurse III Anesthetist 40.88

12316 - Registered Nurse IV		45.65
12317 - Scheduler (Drug and Alcohol Testing)		30.85
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.07
13012 - Exhibits Specialist II		33.52
13013 - Exhibits Specialist III		41.01
13041 - Illustrator I		25.77
13042 - Illustrator II		31.92
13043 - Illustrator III		39.05
13047 - Librarian		35.35
13050 - Library Aide/Clerk		16.95
13054 - Library Information Technology Systems Administrator		31.92
13058 - Library Technician		18.04
13061 - Media Specialist I		23.05
13062 - Media Specialist II		25.77
13063 - Media Specialist III		28.73
13071 - Photographer I		18.41
13072 - Photographer II		20.59
13073 - Photographer III		25.51
13074 - Photographer IV		31.20
13075 - Photographer V		37.75
13090 - Technical Order Library Clerk		21.29
13110 - Video Teleconference Technician		27.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.28
14042 - Computer Operator II		22.68
14043 - Computer Operator III		25.29
14044 - Computer Operator IV		28.11
14045 - Computer Operator V		31.12
14071 - Computer Programmer I	(see 1)	23.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.28
14160 - Personal Computer Support Technician		28.11
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.46
15020 - Aircrew Training Devices Instructor (Rated)		42.92
15030 - Air Crew Training Devices Instructor (Pilot)		51.43
15050 - Computer Based Training Specialist / Instructor		35.46
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		51.43
15080 - Graphic Artist		31.45
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.43

15086 - Maintenance Test Pilot Rotary Wing 51.43
15088 - Non-Maintenance Test/Co-Pilot 51.43
15090 - Technical Instructor 29.88
15095 - Technical Instructor/Course Developer 36.55
15110 - Test Proctor 24.12
15120 - Tutor 24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.52
16030 - Counter Attendant 15.52
16040 - Dry Cleaner 19.58
16070 - Finisher Flatwork Machine 15.52
16090 - Presser Hand 15.52
16110 - Presser Machine Drycleaning 15.52
16130 - Presser Machine Shirts 15.52
16160 - Presser Machine Wearing Apparel Laundry 15.52
16190 - Sewing Machine Operator 20.39
16220 - Tailor 21.20
16250 - Washer Machine 17.38
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.23
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.02
21030 - Material Coordinator 25.78
21040 - Material Expediter 25.78
21050 - Material Handling Laborer 15.67
21071 - Order Filler 14.39
21080 - Production Line Worker (Food Processing) 19.02
21110 - Shipping Packer 18.49
21130 - Shipping/Receiving Clerk 18.49
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 19.02
21410 - Warehouse Specialist 19.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.03
23019 - Aircraft Logs and Records Technician 32.19
23021 - Aircraft Mechanic I 35.97
23022 - Aircraft Mechanic II 37.03
23023 - Aircraft Mechanic III 38.25
23040 - Aircraft Mechanic Helper 29.68
23050 - Aircraft Painter 34.74
23060 - Aircraft Servicer 32.19
23070 - Aircraft Survival Flight Equipment Technician 34.74
23080 - Aircraft Worker 33.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.97
23110 - Appliance Mechanic 24.46

23120 - Bicycle Repairer 16.48
23125 - Cable Splicer 46.85
23130 - Carpenter Maintenance 29.65
23140 - Carpet Layer 23.45
23160 - Electrician Maintenance 36.29
23181 - Electronics Technician Maintenance I 29.09
23182 - Electronics Technician Maintenance II 30.34
23183 - Electronics Technician Maintenance III 31.57
23260 - Fabric Worker 29.63
23290 - Fire Alarm System Mechanic 28.97
23310 - Fire Extinguisher Repairer 27.72
23311 - Fuel Distribution System Mechanic 36.37
23312 - Fuel Distribution System Operator 30.93
23370 - General Maintenance Worker 23.75
23380 - Ground Support Equipment Mechanic 35.97
23381 - Ground Support Equipment Servicer 32.19
23382 - Ground Support Equipment Worker 33.36
23391 - Gunsmith I 27.72
23392 - Gunsmith II 30.94
23393 - Gunsmith III 33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic 31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 33.16
23430 - Heavy Equipment Mechanic 32.77
23440 - Heavy Equipment Operator 39.77
23460 - Instrument Mechanic 30.58
23465 - Laboratory/Shelter Mechanic 32.27
23470 - Laborer 15.67
23510 - Locksmith 26.59
23530 - Machinery Maintenance Mechanic 29.57
23550 - Machinist Maintenance 24.04
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 30.58
23592 - Metrology Technician II 31.77
23593 - Metrology Technician III 32.97
23640 - Millwright 37.58
23710 - Office Appliance Repairer 23.55
23760 - Painter Maintenance 25.15
23790 - Pipefitter Maintenance 32.47
23810 - Plumber Maintenance 31.26
23820 - Pneudraulic Systems Mechanic 33.53
23850 - Rigger 33.40
23870 - Scale Mechanic 30.94
23890 - Sheet-Metal Worker Maintenance 30.64
23910 - Small Engine Mechanic 23.31
23931 - Telecommunications Mechanic I 35.34
23932 - Telecommunications Mechanic II 36.72
23950 - Telephone Lineman 41.60
23960 - Welder Combination Maintenance 23.20

23965 - Well Driller		30.49
23970 - Woodcraft Worker		33.53
23980 - Woodworker		24.79
24000 - Personal Needs Occupations		
24550 - Case Manager		18.40
24570 - Child Care Attendant		14.59
24580 - Child Care Center Clerk		18.18
24610 - Chore Aide		14.45
24620 - Family Readiness And Support Services Coordinator		18.40
24630 - Homemaker		18.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.64
25040 - Sewage Plant Operator		34.43
25070 - Stationary Engineer		39.64
25190 - Ventilation Equipment Tender		30.83
25210 - Water Treatment Plant Operator		34.43
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.18
27007 - Baggage Inspector		16.97
27008 - Corrections Officer		35.44
27010 - Court Security Officer		36.71
27030 - Detection Dog Handler		18.98
27040 - Detention Officer		35.44
27070 - Firefighter		37.65
27101 - Guard I		16.97
27102 - Guard II		18.98
27131 - Police Officer I		36.71
27132 - Police Officer II		40.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.18
28042 - Carnival Equipment Repairer		17.18
28043 - Carnival Worker		13.13
28210 - Gate Attendant/Gate Tender		19.09
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		21.34
28510 - Recreation Aide/Health Facility Attendant		15.57
28515 - Recreation Specialist		26.44
28630 - Sports Official		16.99
28690 - Swimming Pool Operator		19.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.94
29020 - Hatch Tender		30.94
29030 - Line Handler		30.94
29041 - Stevedore I		29.36
29042 - Stevedore II		32.27
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	35.35

30021 - Archeological Technician I		19.68
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.26
30030 - Cartographic Technician		27.26
30040 - Civil Engineering Technician		29.61
30051 - Cryogenic Technician I		30.19
30052 - Cryogenic Technician II		33.35
30061 - Drafter/CAD Operator I		19.68
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		24.53
30064 - Drafter/CAD Operator IV		30.19
30081 - Engineering Technician I		18.43
30082 - Engineering Technician II		20.70
30083 - Engineering Technician III		23.15
30084 - Engineering Technician IV		28.68
30085 - Engineering Technician V		35.08
30086 - Engineering Technician VI		42.45
30090 - Environmental Technician		26.77
30095 - Evidence Control Specialist		27.26
30210 - Laboratory Technician		24.89
30221 - Latent Fingerprint Technician I		28.41
30222 - Latent Fingerprint Technician II		31.38
30240 - Mathematical Technician		36.16
30361 - Paralegal/Legal Assistant I		23.17
30362 - Paralegal/Legal Assistant II		28.71
30363 - Paralegal/Legal Assistant III		35.12
30364 - Paralegal/Legal Assistant IV		42.50
30375 - Petroleum Supply Specialist		33.35
30390 - Photo-Optics Technician		27.26
30395 - Radiation Control Technician		33.35
30461 - Technical Writer I		27.45
30462 - Technical Writer II		33.57
30463 - Technical Writer III		40.63
30491 - Unexploded Ordnance (UXO) Technician I		29.58
30492 - Unexploded Ordnance (UXO) Technician II		35.79
30493 - Unexploded Ordnance (UXO) Technician III		42.90
30494 - Unexploded (UXO) Safety Escort		29.58
30495 - Unexploded (UXO) Sweep Personnel		29.58
30501 - Weather Forecaster I		30.19
30502 - Weather Forecaster II		36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.53
30621 - Weather Observer Senior	(see 2)	27.26
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.79
31020 - Bus Aide		21.60
31030 - Bus Driver		26.19
31043 - Driver Courier		18.42
31260 - Parking and Lot Attendant		14.16
31290 - Shuttle Bus Driver		19.65

31310 - Taxi Driver	17.31
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.98
99050 - Desk Clerk	14.73
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	16.68
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	20.71
99510 - Photofinishing Worker	17.90
99710 - Recycling Laborer	21.87
99711 - Recycling Specialist	25.03
99730 - Refuse Collector	20.77
99810 - Sales Clerk	14.53
99820 - School Crossing Guard	16.14
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	20.31
99832 - Surveying Technician	27.65
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	20.01
99842 - Vending Machine Repairer Helper	18.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4214
Revision No.: 14
Date Of Last Revision: 04/20/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Pike

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.90
01013 - Accounting Clerk III		23.38
01020 - Administrative Assistant		28.38
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		21.99
01070 - Document Preparation Clerk		16.26

01090 - Duplicating Machine Operator 16.26
01111 - General Clerk I 15.53
01112 - General Clerk II 16.94
01113 - General Clerk III 19.02
01120 - Housing Referral Assistant 22.82
01141 - Messenger Courier 15.58
01191 - Order Clerk I 15.71
01192 - Order Clerk II 17.53
01261 - Personnel Assistant (Employment) I 18.31
01262 - Personnel Assistant (Employment) II 20.48
01263 - Personnel Assistant (Employment) III 22.83
01270 - Production Control Clerk 25.20
01290 - Rental Clerk 14.01
01300 - Scheduler Maintenance 18.30
01311 - Secretary I 18.30
01312 - Secretary II 20.47
01313 - Secretary III 22.82
01320 - Service Order Dispatcher 19.66
01410 - Supply Technician 28.38
01420 - Survey Worker 20.54
01460 - Switchboard Operator/Receptionist 16.77
01531 - Travel Clerk I 17.45
01532 - Travel Clerk II 18.91
01533 - Travel Clerk III 20.52
01611 - Word Processor I 17.77
01612 - Word Processor II 19.95
01613 - Word Processor III 22.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.55
05010 - Automotive Electrician 21.23
05040 - Automotive Glass Installer 20.35
05070 - Automotive Worker 20.35
05110 - Mobile Equipment Servicer 18.68
05130 - Motor Equipment Metal Mechanic 22.05
05160 - Motor Equipment Metal Worker 20.35
05190 - Motor Vehicle Mechanic 22.05
05220 - Motor Vehicle Mechanic Helper 17.58
05250 - Motor Vehicle Upholstery Worker 19.34
05280 - Motor Vehicle Wrecker 20.35
05310 - Painter Automotive 21.23
05340 - Radiator Repair Specialist 20.35
05370 - Tire Repairer 14.14
05400 - Transmission Repair Specialist 22.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.82
07041 - Cook I 17.33
07042 - Cook II 19.34
07070 - Dishwasher 12.53
07130 - Food Service Worker 12.54
07210 - Meat Cutter 17.11

07260 - Waiter/Waitress	13.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.35
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	14.97
09110 - Furniture Repairer Minor	16.85
09130 - Upholsterer	17.67
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	16.25
11090 - Gardener	19.15
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	15.96
11240 - Maid or Houseman	14.72
11260 - Pruner	14.83
11270 - Tractor Operator	18.26
11330 - Trail Maintenance Worker	15.96
11360 - Window Cleaner	17.61
12000 - Health Occupations	
12010 - Ambulance Driver	20.20
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	29.32
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	39.34
12030 - EKG Technician	34.38
12035 - Electroneurodiagnostic Technologist	34.38
12040 - Emergency Medical Technician	20.20
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	26.04
12160 - Medical Record Clerk	18.47
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	20.59
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	15.57
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	21.13
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	35.99
12311 - Registered Nurse I	25.24
12312 - Registered Nurse II	30.86

12313 - Registered Nurse II Specialist		30.86
12314 - Registered Nurse III		40.88
12315 - Registered Nurse III Anesthetist		40.88
12316 - Registered Nurse IV		44.76
12317 - Scheduler (Drug and Alcohol Testing)		30.47
12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.61
13012 - Exhibits Specialist II		30.47
13013 - Exhibits Specialist III		37.28
13041 - Illustrator I		23.43
13042 - Illustrator II		29.02
13043 - Illustrator III		35.50
13047 - Librarian		32.14
13050 - Library Aide/Clerk		16.63
13054 - Library Information Technology Systems Administrator		29.02
13058 - Library Technician		18.01
13061 - Media Specialist I		20.95
13062 - Media Specialist II		23.43
13063 - Media Specialist III		26.12
13071 - Photographer I		18.41
13072 - Photographer II		20.59
13073 - Photographer III		25.51
13074 - Photographer IV		31.20
13075 - Photographer V		37.75
13090 - Technical Order Library Clerk		20.89
13110 - Video Teleconference Technician		25.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.62
14043 - Computer Operator III		22.99
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.29
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.55
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.44
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		39.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.01
15020 - Aircrew Training Devices Instructor (Rated)		42.36
15030 - Air Crew Training Devices Instructor (Pilot)		50.51
15050 - Computer Based Training Specialist / Instructor		35.01
15060 - Educational Technologist		35.72

15070 - Flight Instructor (Pilot) 50.51
15080 - Graphic Artist 29.08
15085 - Maintenance Test Pilot Fixed Jet/Prop 50.78
15086 - Maintenance Test Pilot Rotary Wing 50.78
15088 - Non-Maintenance Test/Co-Pilot 50.78
15090 - Technical Instructor 28.29
15095 - Technical Instructor/Course Developer 35.26
15110 - Test Proctor 22.36
15120 - Tutor 22.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 14.11
16030 - Counter Attendant 14.11
16040 - Dry Cleaner 18.27
16070 - Finisher Flatwork Machine 14.11
16090 - Presser Hand 14.11
16110 - Presser Machine Drycleaning 14.11
16130 - Presser Machine Shirts 14.11
16160 - Presser Machine Wearing Apparel Laundry 14.11
16190 - Sewing Machine Operator 19.03
16220 - Tailor 19.97
16250 - Washer Machine 15.80
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.88
19040 - Tool And Die Maker 28.84
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 25.20
21040 - Material Expediter 25.20
21050 - Material Handling Laborer 14.58
21071 - Order Filler 13.40
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.39
21130 - Shipping/Receiving Clerk 17.39
21140 - Store Worker I 17.62
21150 - Stock Clerk 22.08
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.66
23019 - Aircraft Logs and Records Technician 29.26
23021 - Aircraft Mechanic I 32.70
23022 - Aircraft Mechanic II 33.66
23023 - Aircraft Mechanic III 34.77
23040 - Aircraft Mechanic Helper 26.99
23050 - Aircraft Painter 31.58
23060 - Aircraft Servicer 29.26
23070 - Aircraft Survival Flight Equipment Technician 31.58
23080 - Aircraft Worker 30.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.33

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.70
23110 - Appliance Mechanic	22.24
23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	43.33
23130 - Carpenter Maintenance	29.43
23140 - Carpet Layer	23.45
23160 - Electrician Maintenance	36.29
23181 - Electronics Technician Maintenance I	28.92
23182 - Electronics Technician Maintenance II	30.02
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	26.94
23290 - Fire Alarm System Mechanic	27.82
23310 - Fire Extinguisher Repairer	27.68
23311 - Fuel Distribution System Mechanic	33.06
23312 - Fuel Distribution System Operator	28.12
23370 - General Maintenance Worker	22.06
23380 - Ground Support Equipment Mechanic	32.70
23381 - Ground Support Equipment Servicer	29.26
23382 - Ground Support Equipment Worker	30.33
23391 - Gunsmith I	27.68
23392 - Gunsmith II	30.45
23393 - Gunsmith III	33.06
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.68
23430 - Heavy Equipment Mechanic	30.64
23440 - Heavy Equipment Operator	36.15
23460 - Instrument Mechanic	29.23
23465 - Laboratory/Shelter Mechanic	31.77
23470 - Laborer	14.58
23510 - Locksmith	25.78
23530 - Machinery Maintenance Mechanic	28.93
23550 - Machinist Maintenance	23.78
23580 - Maintenance Trades Helper	16.82
23591 - Metrology Technician I	29.23
23592 - Metrology Technician II	30.37
23593 - Metrology Technician III	31.51
23640 - Millwright	34.16
23710 - Office Appliance Repairer	23.19
23760 - Painter Maintenance	23.47
23790 - Pipefitter Maintenance	32.47
23810 - Plumber Maintenance	31.26
23820 - Pneudraulic Systems Mechanic	33.06
23850 - Rigger	33.06
23870 - Scale Mechanic	30.45
23890 - Sheet-Metal Worker Maintenance	30.64
23910 - Small Engine Mechanic	22.36
23931 - Telecommunications Mechanic I	34.87

23932 - Telecommunications Mechanic II 36.25
23950 - Telephone Lineman 37.82
23960 - Welder Combination Maintenance 22.68
23965 - Well Driller 30.49
23970 - Woodcraft Worker 33.06
23980 - Woodworker 22.54
24000 - Personal Needs Occupations
24550 - Case Manager 17.97
24570 - Child Care Attendant 13.26
24580 - Child Care Center Clerk 16.53
24610 - Chore Aide 13.14
24620 - Family Readiness And Support Services Coordinator 17.97
24630 - Homemaker 17.97
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.04
25040 - Sewage Plant Operator 31.30
25070 - Stationary Engineer 36.04
25190 - Ventilation Equipment Tender 28.03
25210 - Water Treatment Plant Operator 31.30
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.58
27007 - Baggage Inspector 15.93
27008 - Corrections Officer 33.57
27010 - Court Security Officer 33.37
27030 - Detection Dog Handler 17.82
27040 - Detention Officer 33.57
27070 - Firefighter 34.23
27101 - Guard I 15.93
27102 - Guard II 17.82
27131 - Police Officer I 33.37
27132 - Police Officer II 36.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.71
28042 - Carnival Equipment Repairer 15.62
28043 - Carnival Worker 11.94
28210 - Gate Attendant/Gate Tender 18.42
28310 - Lifeguard 12.55
28350 - Park Attendant (Aide) 20.60
28510 - Recreation Aide/Health Facility Attendant 15.04
28515 - Recreation Specialist 24.35
28630 - Sports Official 16.40
28690 - Swimming Pool Operator 17.97
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.90
29020 - Hatch Tender 30.90
29030 - Line Handler 30.90
29041 - Stevedore I 29.32
29042 - Stevedore II 32.23
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 35.00
30021 - Archeological Technician I 19.31
30022 - Archeological Technician II 21.60
30023 - Archeological Technician III 26.77
30030 - Cartographic Technician 26.77
30040 - Civil Engineering Technician 29.61
30051 - Cryogenic Technician I 30.08
30052 - Cryogenic Technician II 33.22
30061 - Drafter/CAD Operator I 19.31
30062 - Drafter/CAD Operator II 21.60
30063 - Drafter/CAD Operator III 24.09
30064 - Drafter/CAD Operator IV 29.64
30081 - Engineering Technician I 17.81
30082 - Engineering Technician II 19.99
30083 - Engineering Technician III 22.37
30084 - Engineering Technician IV 27.71
30085 - Engineering Technician V 33.89
30086 - Engineering Technician VI 41.01
30090 - Environmental Technician 26.77
30095 - Evidence Control Specialist 27.16
30210 - Laboratory Technician 24.64
30221 - Latent Fingerprint Technician I 27.86
30222 - Latent Fingerprint Technician II 30.78
30240 - Mathematical Technician 32.87
30361 - Paralegal/Legal Assistant I 21.93
30362 - Paralegal/Legal Assistant II 27.17
30363 - Paralegal/Legal Assistant III 33.23
30364 - Paralegal/Legal Assistant IV 40.20
30375 - Petroleum Supply Specialist 33.22
30390 - Photo-Optics Technician 26.77
30395 - Radiation Control Technician 33.22
30461 - Technical Writer I 26.22
30462 - Technical Writer II 32.07
30463 - Technical Writer III 38.80
30491 - Unexploded Ordnance (UXO) Technician I 29.29
30492 - Unexploded Ordnance (UXO) Technician II 35.44
30493 - Unexploded Ordnance (UXO) Technician III 42.48
30494 - Unexploded (UXO) Safety Escort 29.29
30495 - Unexploded (UXO) Sweep Personnel 29.29
30501 - Weather Forecaster I 30.08
30502 - Weather Forecaster II 36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.09
30621 - Weather Observer Senior (see 2) 26.77
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.44
31020 - Bus Aide 19.64
31030 - Bus Driver 23.81

31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	12.87
31290 - Shuttle Bus Driver	18.13
31310 - Taxi Driver	15.74
31361 - Truckdriver Light	18.13
31362 - Truckdriver Medium	19.20
31363 - Truckdriver Heavy	25.10
31364 - Truckdriver Tractor-Trailer	25.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	11.80
99050 - Desk Clerk	13.39
99095 - Embalmer	35.95
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	14.44
99252 - Laboratory Animal Caretaker II	15.16
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	20.71
99510 - Photofinishing Worker	17.83
99710 - Recycling Laborer	19.88
99711 - Recycling Specialist	22.75
99730 - Refuse Collector	18.88
99810 - Sales Clerk	13.21
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	27.65
99831 - Surveying Aide	18.47
99832 - Surveying Technician	25.14
99840 - Vending Machine Attendant	16.68
99841 - Vending Machine Repairer	18.19
99842 - Vending Machine Repairer Helper	16.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4215
Revision No.: 13
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Delaware Maryland New Jersey

Area: Delaware County of New Castle

Maryland County of Cecil

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		32.88
01035 - Court Reporter		26.30
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		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		19.64

01070 - Document Preparation Clerk 17.38
01090 - Duplicating Machine Operator 17.38
01111 - General Clerk I 15.38
01112 - General Clerk II 16.78
01113 - General Clerk III 18.85
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 14.30
01191 - Order Clerk I 16.11
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 16.85
01262 - Personnel Assistant (Employment) II 18.84
01263 - Personnel Assistant (Employment) III 21.00
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 17.55
01410 - Supply Technician 32.88
01420 - Survey Worker 18.62
01460 - Switchboard Operator/Receptionist 15.77
01531 - Travel Clerk I 17.17
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 19.39
01611 - Word Processor I 17.50
01612 - Word Processor II 19.65
01613 - Word Processor III 21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.93
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 14.03
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.52
07041 - Cook I 17.11
07042 - Cook II 18.84
07070 - Dishwasher 11.41
07130 - Food Service Worker 11.88

07210 - Meat Cutter	21.72
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	14.42
11090 - Gardener	20.11
11122 - Housekeeping Aide	14.42
11150 - Janitor	14.42
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	13.48
11260 - Pruner	15.18
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	25.00
12012 - Certified Occupational Therapist Assistant	29.44
12015 - Certified Physical Therapist Assistant	29.87
12020 - Dental Assistant	20.30
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	22.36
12072 - Licensed Practical Nurse II	25.00
12073 - Licensed Practical Nurse III	27.87
12100 - Medical Assistant	17.42
12130 - Medical Laboratory Technician	27.70
12160 - Medical Record Clerk	19.70
12190 - Medical Record Technician	23.51
12195 - Medical Transcriptionist	18.00
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	12.80
12222 - Nursing Assistant II	14.38
12223 - Nursing Assistant III	15.69
12224 - Nursing Assistant IV	17.62
12235 - Optical Dispenser	21.62
12236 - Optical Technician	21.24
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	18.63
12305 - Radiologic Technologist	29.90
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)		30.96
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
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		16.94
13110 - Video Teleconference Technician		23.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.35
14042 - Computer Operator II		22.77
14043 - Computer Operator III		25.37
14044 - Computer Operator IV		28.20
14045 - Computer Operator V		31.23
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.35
14160 - Personal Computer Support Technician		28.20
14170 - System Support Specialist		34.18
15000 - Instructional Occupations		
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 34.07
15070 - Flight Instructor (Pilot) 48.70
15080 - Graphic Artist 28.17
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.48
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.71
19040 - Tool And Die Maker 32.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 14.91
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.81
21130 - Shipping/Receiving Clerk 16.81
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.29
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.35
23019 - Aircraft Logs and Records Technician 32.54
23021 - Aircraft Mechanic I 36.87
23022 - Aircraft Mechanic II 38.35
23023 - Aircraft Mechanic III 39.71
23040 - Aircraft Mechanic Helper 29.08
23050 - Aircraft Painter 35.51
23060 - Aircraft Servicer 32.54
23070 - Aircraft Survival Flight Equipment Technician 35.51
23080 - Aircraft Worker 34.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 34.01

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 36.87
II
23110 - Appliance Mechanic 25.42
23120 - Bicycle Repairer 21.53
23125 - Cable Splicer 41.54
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 25.95
23310 - Fire Extinguisher Repairer 24.88
23311 - Fuel Distribution System Mechanic 30.59
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.92
23380 - Ground Support Equipment Mechanic 36.87
23381 - Ground Support Equipment Servicer 32.54
23382 - Ground Support Equipment Worker 34.01
23391 - Gunsmith I 24.88
23392 - Gunsmith II 27.40
23393 - Gunsmith III 29.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.19
23430 - Heavy Equipment Mechanic 27.38
23440 - Heavy Equipment Operator 30.61
23460 - Instrument Mechanic 34.45
23465 - Laboratory/Shelter Mechanic 28.60
23470 - Laborer 15.44
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 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 23.35
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 28.10
23820 - Pneudraulic Systems Mechanic 29.70
23850 - Rigger 28.85
23870 - Scale Mechanic 27.40
23890 - Sheet-Metal Worker Maintenance 30.50
23910 - Small Engine Mechanic 20.67

23931 - Telecommunications Mechanic I 28.70
23932 - Telecommunications Mechanic II 29.85
23950 - Telephone Lineman 40.40
23960 - Welder Combination Maintenance 25.22
23965 - Well Driller 29.52
23970 - Woodcraft Worker 29.70
23980 - Woodworker 24.88
24000 - Personal Needs Occupations
24550 - Case Manager 17.66
24570 - Child Care Attendant 12.00
24580 - Child Care Center Clerk 14.97
24610 - Chore Aide 12.72
24620 - Family Readiness And Support Services Coordinator 17.66
24630 - Homemaker 17.66
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.28
25040 - Sewage Plant Operator 28.06
25070 - Stationary Engineer 31.28
25190 - Ventilation Equipment Tender 24.67
25210 - Water Treatment Plant Operator 28.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.09
27007 - Baggage Inspector 15.06
27008 - Corrections Officer 24.59
27010 - Court Security Officer 29.54
27030 - Detection Dog Handler 19.14
27040 - Detention Officer 24.59
27070 - Firefighter 34.48
27101 - Guard I 15.06
27102 - Guard II 19.14
27131 - Police Officer I 32.97
27132 - Police Officer II 36.64
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.56
28042 - Carnival Equipment Repairer 14.41
28043 - Carnival Worker 10.70
28210 - Gate Attendant/Gate Tender 16.54
28310 - Lifeguard 13.26
28350 - Park Attendant (Aide) 18.49
28510 - Recreation Aide/Health Facility Attendant 13.49
28515 - Recreation Specialist 22.91
28630 - Sports Official 14.72
28690 - Swimming Pool Operator 16.68
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.59
29020 - Hatch Tender 28.59
29030 - Line Handler 28.59
29041 - Stevedore I 27.35
29042 - Stevedore II 29.85

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.25
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		28.63
30052 - Cryogenic Technician II		31.63
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		25.84
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		31.61
30390 - Photo-Optics Technician		28.27
30395 - Radiation Control Technician		31.61
30461 - Technical Writer I		25.39
30462 - Technical Writer II		31.06
30463 - Technical Writer III		37.59
30491 - Unexploded Ordnance (UXO) Technician I		27.83
30492 - Unexploded Ordnance (UXO) Technician II		33.67
30493 - Unexploded Ordnance (UXO) Technician III		40.36
30494 - Unexploded (UXO) Safety Escort		27.83
30495 - Unexploded (UXO) Sweep Personnel		27.83
30501 - Weather Forecaster I		31.30
30502 - Weather Forecaster II		38.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.43
30621 - Weather Observer Senior	(see 2)	28.18

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		33.67
31020 - Bus Aide		17.27

31030 - Bus Driver	22.26
31043 - Driver Courier	17.67
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	15.48
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	24.36
31364 - Truckdriver Tractor-Trailer	24.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	27.83
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	15.41
99710 - Recycling Laborer	22.32
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	26.02
99831 - Surveying Aide	17.22
99832 - Surveying Technician	23.70
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.40

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4216
Revision No.: 12
Date Of Last Revision: 04/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Delaware Maryland New Jersey

Area: Delaware County of New Castle

Maryland County of Cecil

New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.74
01020 - Administrative Assistant		31.60
01035 - Court Reporter		26.30
01041 - Customer Service Representative I		14.69
01042 - Customer Service Representative II		16.52
01043 - Customer Service Representative III		18.03

01051 - Data Entry Operator I 15.30
01052 - Data Entry Operator II 16.69
01060 - Dispatcher Motor Vehicle 19.64
01070 - Document Preparation Clerk 16.69
01090 - Duplicating Machine Operator 16.69
01111 - General Clerk I 14.98
01112 - General Clerk II 16.35
01113 - General Clerk III 18.35
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 14.20
01191 - Order Clerk I 16.11
01192 - Order Clerk II 17.25
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 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 17.55
01410 - Supply Technician 31.60
01420 - Survey Worker 18.62
01460 - Switchboard Operator/Receptionist 15.15
01531 - Travel Clerk I 16.74
01532 - Travel Clerk II 17.70
01533 - Travel Clerk III 18.90
01611 - Word Processor I 17.50
01612 - Word Processor II 19.65
01613 - Word Processor III 21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.75
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 14.03
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 13.52
07041 - Cook I 16.38

07042 - Cook II 18.38
07070 - Dishwasher 10.73
07130 - Food Service Worker 11.55
07210 - Meat Cutter 21.05
07260 - Waiter/Waitress 11.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.09
09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.85
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer Minor 21.21
09130 - Upholsterer 19.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.81
11060 - Elevator Operator 14.17
11090 - Gardener 19.85
11122 - Housekeeping Aide 14.17
11150 - Janitor 14.17
11210 - Laborer Grounds Maintenance 16.22
11240 - Maid or Houseman 12.90
11260 - Pruner 14.97
11270 - Tractor Operator 18.68
11330 - Trail Maintenance Worker 16.22
11360 - Window Cleaner 15.35
12000 - Health Occupations
12010 - Ambulance Driver 20.22
12011 - Breath Alcohol Technician 24.61
12012 - Certified Occupational Therapist Assistant 29.26
12015 - Certified Physical Therapist Assistant 28.55
12020 - Dental Assistant 20.30
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 21.98
12072 - Licensed Practical Nurse II 24.61
12073 - Licensed Practical Nurse III 27.42
12100 - Medical Assistant 16.93
12130 - Medical Laboratory Technician 27.68
12160 - Medical Record Clerk 19.10
12190 - Medical Record Technician 23.51
12195 - Medical Transcriptionist 18.00
12210 - Nuclear Medicine Technologist 38.50
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.27
12223 - Nursing Assistant III 14.48
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 21.62
12236 - Optical Technician 21.24
12250 - Pharmacy Technician 16.50

12280 - Phlebotomist		18.14
12305 - Radiologic Technologist		29.90
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)		30.48
12320 - Substance Abuse Treatment Counselor		22.59
13000 - Information And Arts Occupations		
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		16.94
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		34.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14

15020 - Aircrew Training Devices Instructor (Rated) 40.11
15030 - Air Crew Training Devices Instructor (Pilot) 48.06
15050 - Computer Based Training Specialist / Instructor 33.14
15060 - Educational Technologist 34.07
15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 26.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.70
15086 - Maintenance Test Pilot Rotary Wing 47.70
15088 - Non-Maintenance Test/Co-Pilot 47.70
15090 - Technical Instructor 27.19
15095 - Technical Instructor/Course Developer 33.25
15110 - Test Proctor 21.94
15120 - Tutor 21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.71
19040 - Tool And Die Maker 32.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.27
21040 - Material Expediter 24.27
21050 - Material Handling Laborer 14.56
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.66
21130 - Shipping/Receiving Clerk 16.66
21140 - Store Worker I 16.60
21150 - Stock Clerk 21.08
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.41
23019 - Aircraft Logs and Records Technician 30.04
23021 - Aircraft Mechanic I 34.04
23022 - Aircraft Mechanic II 35.41
23023 - Aircraft Mechanic III 36.66
23040 - Aircraft Mechanic Helper 26.84
23050 - Aircraft Painter 32.78
23060 - Aircraft Servicer 30.04

23070 - Aircraft Survival Flight Equipment Technician 32.78
23080 - Aircraft Worker 31.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.04
23110 - Appliance Mechanic 25.42
23120 - Bicycle Repairer 21.53
23125 - Cable Splicer 41.35
23130 - Carpenter Maintenance 27.64
23140 - Carpet Layer 26.55
23160 - Electrician Maintenance 33.75
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 25.46
23310 - Fire Extinguisher Repairer 24.73
23311 - Fuel Distribution System Mechanic 30.59
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 34.04
23381 - Ground Support Equipment Servicer 30.04
23382 - Ground Support Equipment Worker 31.40
23391 - Gunsmith I 24.73
23392 - Gunsmith II 27.24
23393 - Gunsmith III 29.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.37
23430 - Heavy Equipment Mechanic 26.65
23440 - Heavy Equipment Operator 30.61
23460 - Instrument Mechanic 34.45
23465 - Laboratory/Shelter Mechanic 28.43
23470 - Laborer 15.44
23510 - Locksmith 28.18
23530 - Machinery Maintenance Mechanic 29.96
23550 - Machinist Maintenance 27.76
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 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 23.35
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 27.75
23820 - Pneudraulic Systems Mechanic 29.52
23850 - Rigger 28.85

23870 - Scale Mechanic	27.24
23890 - Sheet-Metal Worker Maintenance	30.50
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	28.01
23932 - Telecommunications Mechanic II	29.17
23950 - Telephone Lineman	37.73
23960 - Welder Combination Maintenance	25.22
23965 - Well Driller	29.52
23970 - Woodcraft Worker	29.52
23980 - Woodworker	24.73
24000 - Personal Needs Occupations	
24550 - Case Manager	16.98
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	12.05
24620 - Family Readiness And Support Services Coordinator	16.98
24630 - Homemaker	16.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.87
25040 - Sewage Plant Operator	27.89
25070 - Stationary Engineer	30.87
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant Operator	27.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.66
27007 - Baggage Inspector	14.50
27008 - Corrections Officer	24.29
27010 - Court Security Officer	28.03
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	32.38
27101 - Guard I	14.50
27102 - Guard II	19.14
27131 - Police Officer I	31.88
27132 - Police Officer II	35.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.71
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	12.49
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.59
29020 - Hatch Tender	28.59

29030 - Line Handler		28.59
29041 - Stevedore I		27.35
29042 - Stevedore II		29.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	32.93
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		28.63
30052 - Cryogenic Technician II		31.63
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		25.04
30210 - Laboratory Technician		31.54
30221 - Latent Fingerprint Technician I		28.63
30222 - Latent Fingerprint Technician II		31.63
30240 - Mathematical Technician		28.72
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		30.63
30390 - Photo-Optics Technician		28.27
30395 - Radiation Control Technician		30.63
30461 - Technical Writer I		24.60
30462 - Technical Writer II		30.10
30463 - Technical Writer III		36.41
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		31.30
30502 - Weather Forecaster II		38.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.43
30621 - Weather Observer Senior	(see 2)	28.18

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.34
31020 - Bus Aide	17.27
31030 - Bus Driver	22.26
31043 - Driver Courier	17.63
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.07
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	23.27
31364 - Truckdriver Tractor-Trailer	23.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.63
99260 - Marketing Analyst	37.71
99310 - Mortician	33.98
99410 - Pest Controller	18.39
99510 - Photofinishing Worker	15.31
99710 - Recycling Laborer	22.32
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	25.72
99831 - Surveying Aide	17.02
99832 - Surveying Technician	23.43
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.82
99842 - Vending Machine Repairer Helper	15.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4217
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Delaware

Area: Delaware County of Kent

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.98
01012 - Accounting Clerk II		17.94
01013 - Accounting Clerk III		20.06
01020 - Administrative Assistant		27.42
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.04
01043 - Customer Service Representative III		15.32
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher Motor Vehicle		21.45
01070 - Document Preparation Clerk		15.84
01090 - Duplicating Machine Operator		15.84
01111 - General Clerk I		13.67
01112 - General Clerk II		14.91

01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 17.67
01262 - Personnel Assistant (Employment) II 19.78
01263 - Personnel Assistant (Employment) III 22.04
01270 - Production Control Clerk 24.67
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 19.17
01410 - Supply Technician 27.42
01420 - Survey Worker 18.39
01460 - Switchboard Operator/Receptionist 14.72
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.40
01533 - Travel Clerk III 15.42
01611 - Word Processor I 15.91
01612 - Word Processor II 19.12
01613 - Word Processor III 21.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.60
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 22.83
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 14.92
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.80
07041 - Cook I 15.97
07042 - Cook II 17.93
07070 - Dishwasher 9.76
07130 - Food Service Worker 11.55
07210 - Meat Cutter 19.04
07260 - Waiter/Waitress 10.10
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.42

09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 24.42
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer Minor 22.11
09130 - Upholsterer 24.42
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.81
11060 - Elevator Operator 12.81
11090 - Gardener 20.01
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 15.66
11240 - Maid or Houseman 11.45
11260 - Pruner 14.20
11270 - Tractor Operator 18.57
11330 - Trail Maintenance Worker 15.66
11360 - Window Cleaner 13.61
12000 - Health Occupations
12010 - Ambulance Driver 19.23
12011 - Breath Alcohol Technician 22.05
12012 - Certified Occupational Therapist Assistant 30.16
12015 - Certified Physical Therapist Assistant 34.42
12020 - Dental Assistant 18.52
12025 - Dental Hygienist 38.16
12030 - EKG Technician 33.31
12035 - Electroneurodiagnostic Technologist 33.31
12040 - Emergency Medical Technician 19.23
12071 - Licensed Practical Nurse I 20.15
12072 - Licensed Practical Nurse II 22.05
12073 - Licensed Practical Nurse III 24.57
12100 - Medical Assistant 14.97
12130 - Medical Laboratory Technician 25.58
12160 - Medical Record Clerk 16.11
12190 - Medical Record Technician 19.82
12195 - Medical Transcriptionist 19.64
12210 - Nuclear Medicine Technologist 48.30
12221 - Nursing Assistant I 12.33
12222 - Nursing Assistant II 13.86
12223 - Nursing Assistant III 15.12
12224 - Nursing Assistant IV 16.97
12235 - Optical Dispenser 22.05
12236 - Optical Technician 19.64
12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 19.64
12305 - Radiologic Technologist 29.62
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)		27.23
12320 - Substance Abuse Treatment Counselor		26.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.83
13012 - Exhibits Specialist II		29.41
13013 - Exhibits Specialist III		35.04
13041 - Illustrator I		24.35
13042 - Illustrator II		30.17
13043 - Illustrator III		36.39
13047 - Librarian		33.40
13050 - Library Aide/Clerk		18.51
13054 - Library Information Technology Systems Administrator		30.17
13058 - Library Technician		18.32
13061 - Media Specialist I		20.34
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.37
13071 - Photographer I		20.33
13072 - Photographer II		22.75
13073 - Photographer III		28.17
13074 - Photographer IV		34.46
13075 - Photographer V		41.71
13090 - Technical Order Library Clerk		18.19
13110 - Video Teleconference Technician		21.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.38
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		36.28
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.25

15086 - Maintenance Test Pilot Rotary Wing 43.25
15088 - Non-Maintenance Test/Co-Pilot 43.25
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.31
16220 - Tailor 14.88
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.42
19040 - Tool And Die Maker 28.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.97
21030 - Material Coordinator 24.67
21040 - Material Expediter 24.67
21050 - Material Handling Laborer 14.50
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 21.97
21110 - Shipping Packer 18.62
21130 - Shipping/Receiving Clerk 18.62
21140 - Store Worker I 15.20
21150 - Stock Clerk 20.40
21210 - Tools And Parts Attendant 21.97
21410 - Warehouse Specialist 21.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.60
23019 - Aircraft Logs and Records Technician 27.21
23021 - Aircraft Mechanic I 31.31
23022 - Aircraft Mechanic II 32.60
23023 - Aircraft Mechanic III 33.88
23040 - Aircraft Mechanic Helper 23.64
23050 - Aircraft Painter 30.07
23060 - Aircraft Servicer 27.21
23070 - Aircraft Survival Flight Equipment Technician 30.07
23080 - Aircraft Worker 28.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 24.42

23120 - Bicycle Repairer 20.70
23125 - Cable Splicer 39.08
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 23.24
23160 - Electrician Maintenance 28.70
23181 - Electronics Technician Maintenance I 27.61
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 30.23
23260 - Fabric Worker 22.11
23290 - Fire Alarm System Mechanic 25.44
23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 31.31
23381 - Ground Support Equipment Servicer 27.21
23382 - Ground Support Equipment Worker 28.60
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.77
23393 - Gunsmith III 25.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.33
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 25.44
23465 - Laboratory/Shelter Mechanic 24.46
23470 - Laborer 15.44
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 26.64
23550 - Machinist Maintenance 25.44
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 25.44
23592 - Metrology Technician II 26.49
23593 - Metrology Technician III 27.52
23640 - Millwright 25.44
23710 - Office Appliance Repairer 24.42
23760 - Painter Maintenance 24.42
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker Maintenance 26.51
23910 - Small Engine Mechanic 23.24
23931 - Telecommunications Mechanic I 25.91
23932 - Telecommunications Mechanic II 26.92
23950 - Telephone Lineman 31.12
23960 - Welder Combination Maintenance 22.44

23965 - Well Driller	25.44
23970 - Woodcraft Worker	25.51
23980 - Woodworker	20.70
24000 - Personal Needs Occupations	
24550 - Case Manager	16.48
24570 - Child Care Attendant	13.65
24580 - Child Care Center Clerk	16.00
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	16.48
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	26.39
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	26.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.30
27007 - Baggage Inspector	14.83
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	14.83
27102 - Guard II	19.14
27131 - Police Officer I	31.72
27132 - Police Officer II	35.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.87
28042 - Carnival Equipment Repairer	14.95
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	13.46
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	12.34
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.78
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93

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		25.74
30051 - Cryogenic Technician I		29.92
30052 - Cryogenic Technician II		33.04
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		26.64
30095 - Evidence Control Specialist		26.64
30210 - Laboratory Technician		25.43
30221 - Latent Fingerprint Technician I		29.92
30222 - Latent Fingerprint Technician II		33.04
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		20.99
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30375 - Petroleum Supply Specialist		32.59
30390 - Photo-Optics Technician		28.27
30395 - Radiation Control Technician		32.59
30461 - Technical Writer I		26.64
30462 - Technical Writer II		32.59
30463 - Technical Writer III		39.43
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		29.92
30502 - Weather Forecaster II		36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	35.43
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.34
31020 - Bus Aide		15.52
31030 - Bus Driver		20.61
31043 - Driver Courier		17.63
31260 - Parking and Lot Attendant		13.52
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	14.34
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	15.00
99260 - Marketing Analyst	27.39
99310 - Mortician	33.98
99410 - Pest Controller	25.51
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	23.61
99730 - Refuse Collector	18.06
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.28
99830 - Survey Party Chief	22.51
99831 - Surveying Aide	14.91
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	17.68
99841 - Vending Machine Repairer	20.56
99842 - Vending Machine Repairer Helper	17.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4218
Revision No.: 15
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Delaware

Area: Delaware County of Kent

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.98
01012 - Accounting Clerk II		17.94
01013 - Accounting Clerk III		20.06
01020 - Administrative Assistant		27.42
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.04
01043 - Customer Service Representative III		15.32
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher Motor Vehicle		21.45
01070 - Document Preparation Clerk		15.84

01090 - Duplicating Machine Operator 15.84
01111 - General Clerk I 13.67
01112 - General Clerk II 14.91
01113 - General Clerk III 16.74
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 17.67
01262 - Personnel Assistant (Employment) II 19.78
01263 - Personnel Assistant (Employment) III 22.04
01270 - Production Control Clerk 24.67
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 19.17
01410 - Supply Technician 27.42
01420 - Survey Worker 18.39
01460 - Switchboard Operator/Receptionist 14.72
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.40
01533 - Travel Clerk III 15.42
01611 - Word Processor I 15.91
01612 - Word Processor II 19.12
01613 - Word Processor III 21.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.60
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 22.83
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 14.92
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 15.80
07041 - Cook I 15.97
07042 - Cook II 17.93
07070 - Dishwasher 9.76
07130 - Food Service Worker 11.55
07210 - Meat Cutter 19.04

07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.42
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	24.42
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer Minor	22.11
09130 - Upholsterer	24.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	12.81
11090 - Gardener	20.01
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	15.66
11240 - Maid or Houseman	11.45
11260 - Pruner	14.20
11270 - Tractor Operator	18.57
11330 - Trail Maintenance Worker	15.66
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	22.05
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	34.42
12020 - Dental Assistant	18.52
12025 - Dental Hygienist	38.16
12030 - EKG Technician	33.31
12035 - Electroneurodiagnostic Technologist	33.31
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.05
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	14.97
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	16.11
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	19.64
12210 - Nuclear Medicine Technologist	48.30
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.86
12223 - Nursing Assistant III	15.12
12224 - Nursing Assistant IV	16.97
12235 - Optical Dispenser	22.05
12236 - Optical Technician	19.64
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	19.64
12305 - Radiologic Technologist	29.62
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)		27.23
12320 - Substance Abuse Treatment Counselor		26.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.83
13012 - Exhibits Specialist II		29.41
13013 - Exhibits Specialist III		35.04
13041 - Illustrator I		24.35
13042 - Illustrator II		30.17
13043 - Illustrator III		36.39
13047 - Librarian		33.40
13050 - Library Aide/Clerk		18.51
13054 - Library Information Technology Systems Administrator		30.17
13058 - Library Technician		18.32
13061 - Media Specialist I		20.34
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.37
13071 - Photographer I		20.33
13072 - Photographer II		22.75
13073 - Photographer III		28.17
13074 - Photographer IV		34.46
13075 - Photographer V		41.71
13090 - Technical Order Library Clerk		18.19
13110 - Video Teleconference Technician		21.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.38
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		36.28

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 29.85
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.25
15086 - Maintenance Test Pilot Rotary Wing 43.25
15088 - Non-Maintenance Test/Co-Pilot 43.25
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.31
16220 - Tailor 14.88
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.42
19040 - Tool And Die Maker 28.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.97
21030 - Material Coordinator 24.67
21040 - Material Expediter 24.67
21050 - Material Handling Laborer 14.50
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 21.97
21110 - Shipping Packer 18.62
21130 - Shipping/Receiving Clerk 18.62
21140 - Store Worker I 15.20
21150 - Stock Clerk 20.40
21210 - Tools And Parts Attendant 21.97
21410 - Warehouse Specialist 21.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.60
23019 - Aircraft Logs and Records Technician 27.21
23021 - Aircraft Mechanic I 31.31
23022 - Aircraft Mechanic II 32.60
23023 - Aircraft Mechanic III 33.88
23040 - Aircraft Mechanic Helper 23.64
23050 - Aircraft Painter 30.07
23060 - Aircraft Servicer 27.21
23070 - Aircraft Survival Flight Equipment Technician 30.07
23080 - Aircraft Worker 28.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.60

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.31
23110 - Appliance Mechanic 24.42
23120 - Bicycle Repairer 20.70
23125 - Cable Splicer 39.08
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 23.24
23160 - Electrician Maintenance 28.70
23181 - Electronics Technician Maintenance I 27.61
23182 - Electronics Technician Maintenance II 29.02
23183 - Electronics Technician Maintenance III 30.23
23260 - Fabric Worker 22.11
23290 - Fire Alarm System Mechanic 25.44
23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 31.31
23381 - Ground Support Equipment Servicer 27.21
23382 - Ground Support Equipment Worker 28.60
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.77
23393 - Gunsmith III 25.51
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.33
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 25.44
23465 - Laboratory/Shelter Mechanic 24.46
23470 - Laborer 15.44
23510 - Locksmith 24.42
23530 - Machinery Maintenance Mechanic 26.64
23550 - Machinist Maintenance 25.44
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 25.44
23592 - Metrology Technician II 26.49
23593 - Metrology Technician III 27.52
23640 - Millwright 25.44
23710 - Office Appliance Repairer 24.42
23760 - Painter Maintenance 24.42
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker Maintenance 26.51
23910 - Small Engine Mechanic 23.24
23931 - Telecommunications Mechanic I 25.91

23932 - Telecommunications Mechanic II 26.92
23950 - Telephone Lineman 31.12
23960 - Welder Combination Maintenance 22.44
23965 - Well Driller 25.44
23970 - Woodcraft Worker 25.51
23980 - Woodworker 20.70
24000 - Personal Needs Occupations
24550 - Case Manager 16.48
24570 - Child Care Attendant 13.65
24580 - Child Care Center Clerk 16.00
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 16.48
24630 - Homemaker 16.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.44
25040 - Sewage Plant Operator 26.39
25070 - Stationary Engineer 25.44
25190 - Ventilation Equipment Tender 19.21
25210 - Water Treatment Plant Operator 26.39
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.30
27007 - Baggage Inspector 14.83
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 14.83
27102 - Guard II 19.14
27131 - Police Officer I 31.72
27132 - Police Officer II 35.26
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.87
28042 - Carnival Equipment Repairer 14.95
28043 - Carnival Worker 10.61
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 13.46
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 12.34
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 16.78
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
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 25.74
30051 - Cryogenic Technician I 29.92
30052 - Cryogenic Technician II 33.04
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 26.64
30095 - Evidence Control Specialist 26.64
30210 - Laboratory Technician 25.43
30221 - Latent Fingerprint Technician I 29.92
30222 - Latent Fingerprint Technician II 33.04
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 20.99
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.81
30364 - Paralegal/Legal Assistant IV 38.48
30375 - Petroleum Supply Specialist 32.59
30390 - Photo-Optics Technician 28.27
30395 - Radiation Control Technician 32.59
30461 - Technical Writer I 26.64
30462 - Technical Writer II 32.59
30463 - Technical Writer III 39.43
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 29.92
30502 - Weather Forecaster II 36.39
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 35.43
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 15.52
31030 - Bus Driver 20.61

31043 - Driver Courier	17.63
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.34
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	21.99
31364 - Truckdriver Tractor-Trailer	21.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.93
99252 - Laboratory Animal Caretaker II	15.00
99260 - Marketing Analyst	27.39
99310 - Mortician	33.98
99410 - Pest Controller	25.51
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	23.61
99730 - Refuse Collector	18.06
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.28
99830 - Survey Party Chief	22.51
99831 - Surveying Aide	14.91
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	17.68
99841 - Vending Machine Repairer	20.56
99842 - Vending Machine Repairer Helper	17.68

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4221
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Blair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		25.54
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.53
01060 - Dispatcher Motor Vehicle		18.45
01070 - Document Preparation Clerk		12.59
01090 - Duplicating Machine Operator		12.59
01111 - General Clerk I		13.05
01112 - General Clerk II		14.59

01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 10.42
01191 - Order Clerk I 13.31
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.32
01262 - Personnel Assistant (Employment) II 18.26
01263 - Personnel Assistant (Employment) III 20.36
01270 - Production Control Clerk 20.18
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 25.54
01420 - Survey Worker 17.47
01460 - Switchboard Operator/Receptionist 12.06
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 14.59
01612 - Word Processor II 16.37
01613 - Word Processor III 18.32
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.98
07041 - Cook I 13.97
07042 - Cook II 15.82
07070 - Dishwasher 9.30
07130 - Food Service Worker 10.12
07210 - Meat Cutter 15.56
07260 - Waiter/Waitress 10.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.27

09040 - Furniture Handler 13.88
09080 - Furniture Refinisher 20.27
09090 - Furniture Refinisher Helper 15.80
09110 - Furniture Repairer Minor 18.15
09130 - Upholsterer 20.27
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.79
11060 - Elevator Operator 13.61
11090 - Gardener 14.69
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 13.67
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 16.98
12011 - Breath Alcohol Technician 18.72
12012 - Certified Occupational Therapist Assistant 24.94
12015 - Certified Physical Therapist Assistant 26.82
12020 - Dental Assistant 17.80
12025 - Dental Hygienist 30.62
12030 - EKG Technician 28.37
12035 - Electroneurodiagnostic Technologist 28.37
12040 - Emergency Medical Technician 16.98
12071 - Licensed Practical Nurse I 16.73
12072 - Licensed Practical Nurse II 18.72
12073 - Licensed Practical Nurse III 20.87
12100 - Medical Assistant 14.26
12130 - Medical Laboratory Technician 22.83
12160 - Medical Record Clerk 15.67
12190 - Medical Record Technician 19.28
12195 - Medical Transcriptionist 16.73
12210 - Nuclear Medicine Technologist 36.41
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.95
12235 - Optical Dispenser 16.81
12236 - Optical Technician 16.73
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.06
12305 - Radiologic Technologist 26.30
12311 - Registered Nurse I 25.02
12312 - Registered Nurse II 30.61
12313 - Registered Nurse II Specialist 30.61
12314 - Registered Nurse III 37.04
12315 - Registered Nurse III Anesthetist 37.04

12316 - Registered Nurse IV		44.40
12317 - Scheduler (Drug and Alcohol Testing)		23.19
12320 - Substance Abuse Treatment Counselor		21.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	24.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.95
15020 - Aircrew Training Devices Instructor (Rated)		33.81
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.95
15060 - Educational Technologist		33.05
15070 - Flight Instructor (Pilot)		40.53
15080 - Graphic Artist		20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.53

15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.96
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.42
16030 - Counter Attendant 10.42
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.42
16090 - Presser Hand 10.42
16110 - Presser Machine Drycleaning 10.42
16130 - Presser Machine Shirts 10.42
16160 - Presser Machine Wearing Apparel Laundry 10.42
16190 - Sewing Machine Operator 13.61
16220 - Tailor 14.45
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.37
19040 - Tool And Die Maker 24.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.71
21030 - Material Coordinator 19.96
21040 - Material Expediter 19.96
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.71
21110 - Shipping Packer 14.72
21130 - Shipping/Receiving Clerk 14.72
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.71
21410 - Warehouse Specialist 17.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.95
23019 - Aircraft Logs and Records Technician 19.81
23021 - Aircraft Mechanic I 23.13
23022 - Aircraft Mechanic II 23.95
23023 - Aircraft Mechanic III 25.01
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.81
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.13
23110 - Appliance Mechanic 21.91

23120 - Bicycle Repairer 17.65
23125 - Cable Splicer 32.39
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 20.70
23160 - Electrician Maintenance 24.62
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.81
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 18.63
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.63
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 23.13
23381 - Ground Support Equipment Servicer 19.81
23382 - Ground Support Equipment Worker 20.96
23391 - Gunsmith I 18.63
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 22.07
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 22.09
23470 - Laborer 14.78
23510 - Locksmith 21.84
23530 - Machinery Maintenance Mechanic 22.66
23550 - Machinist Maintenance 22.03
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.26
23640 - Millwright 27.29
23710 - Office Appliance Repairer 21.68
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 23.13
23850 - Rigger 23.13
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 20.70
23931 - Telecommunications Mechanic I 32.55
23932 - Telecommunications Mechanic II 33.70
23950 - Telephone Lineman 29.73
23960 - Welder Combination Maintenance 19.68

23965 - Well Driller		22.86
23970 - Woodcraft Worker		23.13
23980 - Woodworker		18.41
24000 - Personal Needs Occupations		
24550 - Case Manager		14.18
24570 - Child Care Attendant		10.71
24580 - Child Care Center Clerk		12.98
24610 - Chore Aide		11.07
24620 - Family Readiness And Support Services Coordinator		14.18
24630 - Homemaker		14.18
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.15
25040 - Sewage Plant Operator		23.71
25070 - Stationary Engineer		25.15
25190 - Ventilation Equipment Tender		19.01
25210 - Water Treatment Plant Operator		23.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.61
27007 - Baggage Inspector		10.75
27008 - Corrections Officer		21.65
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		21.65
27070 - Firefighter		22.94
27101 - Guard I		10.75
27102 - Guard II		14.84
27131 - Police Officer I		24.82
27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.36
28042 - Carnival Equipment Repairer		12.22
28043 - Carnival Worker		9.11
28210 - Gate Attendant/Gate Tender		16.51
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		18.47
28510 - Recreation Aide/Health Facility Attendant		13.49
28515 - Recreation Specialist		22.35
28630 - Sports Official		14.71
28690 - Swimming Pool Operator		22.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.51
29020 - Hatch Tender		21.51
29030 - Line Handler		21.51
29041 - Stevedore I		20.33
29042 - Stevedore II		22.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		26.02
30051 - Cryogenic Technician I		25.52
30052 - Cryogenic Technician II		28.19
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.08
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.60
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		24.73
30095 - Evidence Control Specialist		24.68
30210 - Laboratory Technician		22.29
30221 - Latent Fingerprint Technician I		27.34
30222 - Latent Fingerprint Technician II		30.18
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		20.20
30362 - Paralegal/Legal Assistant II		25.02
30363 - Paralegal/Legal Assistant III		30.60
30364 - Paralegal/Legal Assistant IV		36.92
30375 - Petroleum Supply Specialist		30.18
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		30.18
30461 - Technical Writer I		24.73
30462 - Technical Writer II		30.25
30463 - Technical Writer III		36.53
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.19
31030 - Bus Driver		19.82
31043 - Driver Courier		15.06
31260 - Parking and Lot Attendant		13.64
31290 - Shuttle Bus Driver		16.14

31310 - Taxi Driver	14.53
31361 - Truckdriver Light	16.14
31362 - Truckdriver Medium	17.16
31363 - Truckdriver Heavy	20.80
31364 - Truckdriver Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.37
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.96
99260 - Marketing Analyst	26.29
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	11.50
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.11
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4222
Revision No.: 16
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Blair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.88
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		25.54
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		12.23
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.53
01060 - Dispatcher Motor Vehicle		18.45
01070 - Document Preparation Clerk		12.59

01090 - Duplicating Machine Operator	12.59
01111 - General Clerk I	13.05
01112 - General Clerk II	14.59
01113 - General Clerk III	16.37
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	10.42
01191 - Order Clerk I	13.31
01192 - Order Clerk II	15.74
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.26
01263 - Personnel Assistant (Employment) III	20.36
01270 - Production Control Clerk	20.18
01290 - Rental Clerk	15.53
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	17.00
01410 - Supply Technician	25.54
01420 - Survey Worker	17.47
01460 - Switchboard Operator/Receptionist	12.06
01531 - Travel Clerk I	13.15
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.59
01612 - Word Processor II	16.37
01613 - Word Processor III	18.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.95
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.70
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	18.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.98
07041 - Cook I	13.97
07042 - Cook II	15.82
07070 - Dishwasher	9.30
07130 - Food Service Worker	10.12
07210 - Meat Cutter	15.56

07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	13.88
09080 - Furniture Refinisher	20.27
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	18.15
09130 - Upholsterer	20.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.79
11060 - Elevator Operator	13.61
11090 - Gardener	14.69
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	16.98
12011 - Breath Alcohol Technician	18.72
12012 - Certified Occupational Therapist Assistant	24.94
12015 - Certified Physical Therapist Assistant	26.82
12020 - Dental Assistant	17.80
12025 - Dental Hygienist	30.62
12030 - EKG Technician	28.37
12035 - Electroneurodiagnostic Technologist	28.37
12040 - Emergency Medical Technician	16.98
12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.72
12073 - Licensed Practical Nurse III	20.87
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	22.83
12160 - Medical Record Clerk	15.67
12190 - Medical Record Technician	19.28
12195 - Medical Transcriptionist	16.73
12210 - Nuclear Medicine Technologist	36.41
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	16.81
12236 - Optical Technician	16.73
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.06
12305 - Radiologic Technologist	26.30
12311 - Registered Nurse I	25.02
12312 - Registered Nurse II	30.61

12313 - Registered Nurse II Specialist		30.61
12314 - Registered Nurse III		37.04
12315 - Registered Nurse III Anesthetist		37.04
12316 - Registered Nurse IV		44.40
12317 - Scheduler (Drug and Alcohol Testing)		23.19
12320 - Substance Abuse Treatment Counselor		21.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	24.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.95
15020 - Aircrew Training Devices Instructor (Rated)		33.81
15030 - Air Crew Training Devices Instructor (Pilot)		40.53
15050 - Computer Based Training Specialist / Instructor		27.95
15060 - Educational Technologist		33.05

15070 - Flight Instructor (Pilot) 40.53
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.53
15086 - Maintenance Test Pilot Rotary Wing 40.53
15088 - Non-Maintenance Test/Co-Pilot 40.53
15090 - Technical Instructor 21.22
15095 - Technical Instructor/Course Developer 25.96
15110 - Test Proctor 17.13
15120 - Tutor 17.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.42
16030 - Counter Attendant 10.42
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.42
16090 - Presser Hand 10.42
16110 - Presser Machine Drycleaning 10.42
16130 - Presser Machine Shirts 10.42
16160 - Presser Machine Wearing Apparel Laundry 10.42
16190 - Sewing Machine Operator 13.61
16220 - Tailor 14.45
16250 - Washer Machine 11.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.37
19040 - Tool And Die Maker 24.22
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.71
21030 - Material Coordinator 19.96
21040 - Material Expediter 19.96
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.71
21110 - Shipping Packer 14.72
21130 - Shipping/Receiving Clerk 14.72
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.71
21410 - Warehouse Specialist 17.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.95
23019 - Aircraft Logs and Records Technician 19.81
23021 - Aircraft Mechanic I 23.13
23022 - Aircraft Mechanic II 23.95
23023 - Aircraft Mechanic III 25.01
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.81
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.13
23110 - Appliance Mechanic 21.91
23120 - Bicycle Repairer 17.65
23125 - Cable Splicer 32.39
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 20.70
23160 - Electrician Maintenance 24.62
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.81
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 18.63
23311 - Fuel Distribution System Mechanic 23.13
23312 - Fuel Distribution System Operator 18.63
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 23.13
23381 - Ground Support Equipment Servicer 19.81
23382 - Ground Support Equipment Worker 20.96
23391 - Gunsmith I 18.63
23392 - Gunsmith II 20.96
23393 - Gunsmith III 23.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 22.07
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 22.09
23470 - Laborer 14.78
23510 - Locksmith 21.84
23530 - Machinery Maintenance Mechanic 22.66
23550 - Machinist Maintenance 22.03
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.26
23640 - Millwright 27.29
23710 - Office Appliance Repairer 21.68
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 23.13
23850 - Rigger 23.13
23870 - Scale Mechanic 20.96
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 20.70
23931 - Telecommunications Mechanic I 32.55

23932 - Telecommunications Mechanic II	33.70
23950 - Telephone Lineman	29.73
23960 - Welder Combination Maintenance	19.68
23965 - Well Driller	22.86
23970 - Woodcraft Worker	23.13
23980 - Woodworker	18.41
24000 - Personal Needs Occupations	
24550 - Case Manager	14.18
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	11.07
24620 - Family Readiness And Support Services Coordinator	14.18
24630 - Homemaker	14.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.15
25040 - Sewage Plant Operator	23.71
25070 - Stationary Engineer	25.15
25190 - Ventilation Equipment Tender	19.01
25210 - Water Treatment Plant Operator	23.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.61
27007 - Baggage Inspector	10.75
27008 - Corrections Officer	21.65
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	21.65
27070 - Firefighter	22.94
27101 - Guard I	10.75
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.22
28043 - Carnival Worker	9.11
28210 - Gate Attendant/Gate Tender	16.51
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	18.47
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.35
28630 - Sports Official	14.71
28690 - Swimming Pool Operator	22.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.51
29020 - Hatch Tender	21.51
29030 - Line Handler	21.51
29041 - Stevedore I	20.33
29042 - Stevedore II	22.51
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 26.02
30051 - Cryogenic Technician I 25.52
30052 - Cryogenic Technician II 28.19
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.08
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.02
30085 - Engineering Technician V 30.60
30086 - Engineering Technician VI 37.02
30090 - Environmental Technician 24.73
30095 - Evidence Control Specialist 24.68
30210 - Laboratory Technician 22.29
30221 - Latent Fingerprint Technician I 27.34
30222 - Latent Fingerprint Technician II 30.18
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 20.20
30362 - Paralegal/Legal Assistant II 25.02
30363 - Paralegal/Legal Assistant III 30.60
30364 - Paralegal/Legal Assistant IV 36.92
30375 - Petroleum Supply Specialist 30.18
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 30.18
30461 - Technical Writer I 24.73
30462 - Technical Writer II 30.25
30463 - Technical Writer III 36.53
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.19
31030 - Bus Driver 19.82

31043 - Driver Courier	15.06
31260 - Parking and Lot Attendant	13.64
31290 - Shuttle Bus Driver	16.14
31310 - Taxi Driver	14.53
31361 - Truckdriver Light	16.14
31362 - Truckdriver Medium	17.16
31363 - Truckdriver Heavy	20.80
31364 - Truckdriver Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.37
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.96
99260 - Marketing Analyst	26.29
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	11.50
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.11
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4223
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Erie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.13
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		17.35
01052 - Data Entry Operator II		18.93
01060 - Dispatcher Motor Vehicle		21.10
01070 - Document Preparation Clerk		14.26
01090 - Duplicating Machine Operator		14.26
01111 - General Clerk I		13.26
01112 - General Clerk II		14.59

01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 11.75
01191 - Order Clerk I 14.49
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.87
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 19.76
01410 - Supply Technician 22.13
01420 - Survey Worker 17.20
01460 - Switchboard Operator/Receptionist 11.91
01531 - Travel Clerk I 13.16
01532 - Travel Clerk II 13.91
01533 - Travel Clerk III 14.66
01611 - Word Processor I 13.95
01612 - Word Processor II 15.67
01613 - Word Processor III 17.53
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.70
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 15.62
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 14.21
07041 - Cook I 13.94
07042 - Cook II 15.84
07070 - Dishwasher 9.07
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.86
07260 - Waiter/Waitress 10.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.84

09040 - Furniture Handler 13.88
09080 - Furniture Refinisher 19.00
09090 - Furniture Refinisher Helper 15.28
09110 - Furniture Repairer Minor 17.02
09130 - Upholsterer 17.84
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.61
11060 - Elevator Operator 13.61
11090 - Gardener 15.06
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 14.01
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 17.29
12011 - Breath Alcohol Technician 17.33
12012 - Certified Occupational Therapist Assistant 24.59
12015 - Certified Physical Therapist Assistant 26.00
12020 - Dental Assistant 15.20
12025 - Dental Hygienist 31.48
12030 - EKG Technician 24.69
12035 - Electroneurodiagnostic Technologist 24.69
12040 - Emergency Medical Technician 17.29
12071 - Licensed Practical Nurse I 15.45
12072 - Licensed Practical Nurse II 17.33
12073 - Licensed Practical Nurse III 19.33
12100 - Medical Assistant 14.37
12130 - Medical Laboratory Technician 22.28
12160 - Medical Record Clerk 14.51
12190 - Medical Record Technician 18.06
12195 - Medical Transcriptionist 15.58
12210 - Nuclear Medicine Technologist 37.98
12221 - Nursing Assistant I 11.26
12222 - Nursing Assistant II 12.66
12223 - Nursing Assistant III 13.81
12224 - Nursing Assistant IV 15.51
12235 - Optical Dispenser 15.20
12236 - Optical Technician 15.45
12250 - Pharmacy Technician 13.78
12280 - Phlebotomist 16.54
12305 - Radiologic Technologist 23.00
12311 - Registered Nurse I 23.50
12312 - Registered Nurse II 28.75
12313 - Registered Nurse II Specialist 28.75
12314 - Registered Nurse III 34.78
12315 - Registered Nurse III Anesthetist 34.78

12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		21.47
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		30.02
13041 - Illustrator I		19.81
13042 - Illustrator II		24.54
13043 - Illustrator III		30.02
13047 - Librarian		27.18
13050 - Library Aide/Clerk		12.74
13054 - Library Information Technology Systems Administrator		24.54
13058 - Library Technician		17.67
13061 - Media Specialist I		17.71
13062 - Media Specialist II		19.81
13063 - Media Specialist III		22.09
13071 - Photographer I		14.36
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.13
13075 - Photographer V		30.38
13090 - Technical Order Library Clerk		18.57
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		30.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.89
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		39.89
15080 - Graphic Artist		24.88
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.81

15086 - Maintenance Test Pilot Rotary Wing 38.81
15088 - Non-Maintenance Test/Co-Pilot 38.81
15090 - Technical Instructor 21.35
15095 - Technical Instructor/Course Developer 26.11
15110 - Test Proctor 17.73
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.29
16030 - Counter Attendant 12.29
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.29
16090 - Presser Hand 12.29
16110 - Presser Machine Drycleaning 12.29
16130 - Presser Machine Shirts 12.29
16160 - Presser Machine Wearing Apparel Laundry 12.29
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.97
19040 - Tool And Die Maker 23.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 23.87
21040 - Material Expediter 23.87
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.39
23019 - Aircraft Logs and Records Technician 20.88
23021 - Aircraft Mechanic I 24.39
23022 - Aircraft Mechanic II 25.39
23023 - Aircraft Mechanic III 26.61
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 23.32
23060 - Aircraft Servicer 20.88
23070 - Aircraft Survival Flight Equipment Technician 23.32
23080 - Aircraft Worker 22.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.39
23110 - Appliance Mechanic 23.32

23120 - Bicycle Repairer 19.51
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 21.09
23160 - Electrician Maintenance 29.86
23181 - Electronics Technician Maintenance I 22.11
23182 - Electronics Technician Maintenance II 23.33
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 20.88
23290 - Fire Alarm System Mechanic 24.39
23310 - Fire Extinguisher Repairer 19.51
23311 - Fuel Distribution System Mechanic 27.15
23312 - Fuel Distribution System Operator 20.34
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 24.39
23381 - Ground Support Equipment Servicer 20.88
23382 - Ground Support Equipment Worker 22.09
23391 - Gunsmith I 19.51
23392 - Gunsmith II 22.09
23393 - Gunsmith III 24.39
23410 - Heating Ventilation And Air-Conditioning Mechanic 27.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.20
23430 - Heavy Equipment Mechanic 24.67
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 24.40
23465 - Laboratory/Shelter Mechanic 23.32
23470 - Laborer 14.78
23510 - Locksmith 23.32
23530 - Machinery Maintenance Mechanic 24.69
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 24.40
23592 - Metrology Technician II 25.41
23593 - Metrology Technician III 26.60
23640 - Millwright 25.25
23710 - Office Appliance Repairer 22.10
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 36.09
23810 - Plumber Maintenance 32.59
23820 - Pneudraulic Systems Mechanic 24.39
23850 - Rigger 24.39
23870 - Scale Mechanic 22.09
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 17.11
23931 - Telecommunications Mechanic I 24.45
23932 - Telecommunications Mechanic II 25.32
23950 - Telephone Lineman 27.54
23960 - Welder Combination Maintenance 18.79

23965 - Well Driller	24.40
23970 - Woodcraft Worker	24.40
23980 - Woodworker	19.51
24000 - Personal Needs Occupations	
24550 - Case Manager	16.39
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	11.71
24620 - Family Readiness And Support Services Coordinator	16.39
24630 - Homemaker	16.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.24
25040 - Sewage Plant Operator	25.20
25070 - Stationary Engineer	30.24
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	25.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.81
27007 - Baggage Inspector	13.18
27008 - Corrections Officer	25.40
27010 - Court Security Officer	29.32
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	25.40
27070 - Firefighter	33.24
27101 - Guard I	13.18
27102 - Guard II	14.84
27131 - Police Officer I	33.92
27132 - Police Officer II	37.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.40
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	18.60
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.51
29020 - Hatch Tender	21.51
29030 - Line Handler	21.51
29041 - Stevedore I	20.33
29042 - Stevedore II	22.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 27.77
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.93
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 22.92
30095 - Evidence Control Specialist 22.86
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.93
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 27.95
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 27.95
30461 - Technical Writer I 24.57
30462 - Technical Writer II 30.06
30463 - Technical Writer III 36.37
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 35.75
30493 - Unexploded Ordnance (UXO) Technician III 27.12
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.71
31030 - Bus Driver 19.12
31043 - Driver Courier 13.74
31260 - Parking and Lot Attendant 10.83
31290 - Shuttle Bus Driver 14.69

31310 - Taxi Driver	12.85
31361 - Truckdriver Light	14.69
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.31
31364 - Truckdriver Tractor-Trailer	20.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.80
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.78
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	25.83
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	22.88
99730 - Refuse Collector	18.35
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.74
99831 - Surveying Aide	12.35
99832 - Surveying Technician	18.84
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.57
99842 - Vending Machine Repairer Helper	20.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4224
Revision No.: 15
Date Of Last Revision: 05/01/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Erie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.13
01035 - Court Reporter		17.92
01041 - Customer Service Representative I		12.24
01042 - Customer Service Representative II		13.76
01043 - Customer Service Representative III		15.02
01051 - Data Entry Operator I		17.35
01052 - Data Entry Operator II		18.93
01060 - Dispatcher Motor Vehicle		21.10
01070 - Document Preparation Clerk		14.26

01090 - Duplicating Machine Operator 14.26
01111 - General Clerk I 13.26
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.97
01141 - Messenger Courier 11.75
01191 - Order Clerk I 14.49
01192 - Order Clerk II 15.84
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.87
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 16.01
01311 - Secretary I 16.01
01312 - Secretary II 17.92
01313 - Secretary III 19.97
01320 - Service Order Dispatcher 19.76
01410 - Supply Technician 22.13
01420 - Survey Worker 17.20
01460 - Switchboard Operator/Receptionist 11.91
01531 - Travel Clerk I 13.16
01532 - Travel Clerk II 13.91
01533 - Travel Clerk III 14.66
01611 - Word Processor I 13.95
01612 - Word Processor II 15.67
01613 - Word Processor III 17.53
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.70
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 15.62
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 14.21
07041 - Cook I 13.94
07042 - Cook II 15.84
07070 - Dishwasher 9.07
07130 - Food Service Worker 10.99
07210 - Meat Cutter 16.86

07260 - Waiter/Waitress	10.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	13.88
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer Minor	17.02
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.61
11060 - Elevator Operator	13.61
11090 - Gardener	15.06
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	24.59
12015 - Certified Physical Therapist Assistant	26.00
12020 - Dental Assistant	15.20
12025 - Dental Hygienist	31.48
12030 - EKG Technician	24.69
12035 - Electroneurodiagnostic Technologist	24.69
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	15.45
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	22.28
12160 - Medical Record Clerk	14.51
12190 - Medical Record Technician	18.06
12195 - Medical Transcriptionist	15.58
12210 - Nuclear Medicine Technologist	37.98
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	15.20
12236 - Optical Technician	15.45
12250 - Pharmacy Technician	13.78
12280 - Phlebotomist	16.54
12305 - Radiologic Technologist	23.00
12311 - Registered Nurse I	23.50
12312 - Registered Nurse II	28.75

12313 - Registered Nurse II Specialist		28.75
12314 - Registered Nurse III		34.78
12315 - Registered Nurse III Anesthetist		34.78
12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		21.47
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		30.02
13041 - Illustrator I		19.81
13042 - Illustrator II		24.54
13043 - Illustrator III		30.02
13047 - Librarian		27.18
13050 - Library Aide/Clerk		12.74
13054 - Library Information Technology Systems Administrator		24.54
13058 - Library Technician		17.67
13061 - Media Specialist I		17.71
13062 - Media Specialist II		19.81
13063 - Media Specialist III		22.09
13071 - Photographer I		14.36
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.13
13075 - Photographer V		30.38
13090 - Technical Order Library Clerk		18.57
13110 - Video Teleconference Technician		18.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		30.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.89
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84

15070 - Flight Instructor (Pilot) 39.89
15080 - Graphic Artist 24.88
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.81
15086 - Maintenance Test Pilot Rotary Wing 38.81
15088 - Non-Maintenance Test/Co-Pilot 38.81
15090 - Technical Instructor 21.35
15095 - Technical Instructor/Course Developer 26.11
15110 - Test Proctor 17.73
15120 - Tutor 19.43
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.29
16030 - Counter Attendant 12.29
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.29
16090 - Presser Hand 12.29
16110 - Presser Machine Drycleaning 12.29
16130 - Presser Machine Shirts 12.29
16160 - Presser Machine Wearing Apparel Laundry 12.29
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.97
19040 - Tool And Die Maker 23.75
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.93
21030 - Material Coordinator 23.87
21040 - Material Expediter 23.87
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.93
21110 - Shipping Packer 16.18
21130 - Shipping/Receiving Clerk 16.18
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.93
21410 - Warehouse Specialist 17.93
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.39
23019 - Aircraft Logs and Records Technician 20.88
23021 - Aircraft Mechanic I 24.39
23022 - Aircraft Mechanic II 25.39
23023 - Aircraft Mechanic III 26.61
23040 - Aircraft Mechanic Helper 18.18
23050 - Aircraft Painter 23.32
23060 - Aircraft Servicer 20.88
23070 - Aircraft Survival Flight Equipment Technician 23.32
23080 - Aircraft Worker 22.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.09

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.39
23110 - Appliance Mechanic	23.32
23120 - Bicycle Repairer	19.51
23125 - Cable Splicer	26.97
23130 - Carpenter Maintenance	22.23
23140 - Carpet Layer	21.09
23160 - Electrician Maintenance	29.86
23181 - Electronics Technician Maintenance I	22.11
23182 - Electronics Technician Maintenance II	23.33
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	20.88
23290 - Fire Alarm System Mechanic	24.39
23310 - Fire Extinguisher Repairer	19.51
23311 - Fuel Distribution System Mechanic	27.15
23312 - Fuel Distribution System Operator	20.34
23370 - General Maintenance Worker	17.81
23380 - Ground Support Equipment Mechanic	24.39
23381 - Ground Support Equipment Servicer	20.88
23382 - Ground Support Equipment Worker	22.09
23391 - Gunsmith I	19.51
23392 - Gunsmith II	22.09
23393 - Gunsmith III	24.39
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.20
23430 - Heavy Equipment Mechanic	24.67
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	24.40
23465 - Laboratory/Shelter Mechanic	23.32
23470 - Laborer	14.78
23510 - Locksmith	23.32
23530 - Machinery Maintenance Mechanic	24.69
23550 - Machinist Maintenance	20.25
23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	24.40
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.60
23640 - Millwright	25.25
23710 - Office Appliance Repairer	22.10
23760 - Painter Maintenance	19.35
23790 - Pipefitter Maintenance	36.09
23810 - Plumber Maintenance	32.59
23820 - Pneudraulic Systems Mechanic	24.39
23850 - Rigger	24.39
23870 - Scale Mechanic	22.09
23890 - Sheet-Metal Worker Maintenance	25.78
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	24.45

23932 - Telecommunications Mechanic II 25.32
23950 - Telephone Lineman 27.54
23960 - Welder Combination Maintenance 18.79
23965 - Well Driller 24.40
23970 - Woodcraft Worker 24.40
23980 - Woodworker 19.51
24000 - Personal Needs Occupations
24550 - Case Manager 16.39
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 12.98
24610 - Chore Aide 11.71
24620 - Family Readiness And Support Services Coordinator 16.39
24630 - Homemaker 16.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.24
25040 - Sewage Plant Operator 25.20
25070 - Stationary Engineer 30.24
25190 - Ventilation Equipment Tender 21.53
25210 - Water Treatment Plant Operator 25.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.81
27007 - Baggage Inspector 13.18
27008 - Corrections Officer 25.40
27010 - Court Security Officer 29.32
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 25.40
27070 - Firefighter 33.24
27101 - Guard I 13.18
27102 - Guard II 14.84
27131 - Police Officer I 33.92
27132 - Police Officer II 37.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.54
28042 - Carnival Equipment Repairer 12.40
28043 - Carnival Worker 9.24
28210 - Gate Attendant/Gate Tender 13.83
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 15.47
28510 - Recreation Aide/Health Facility Attendant 11.29
28515 - Recreation Specialist 18.60
28630 - Sports Official 12.32
28690 - Swimming Pool Operator 18.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.51
29020 - Hatch Tender 21.51
29030 - Line Handler 21.51
29041 - Stevedore I 20.33
29042 - Stevedore II 22.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 27.77
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.93
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 22.92
30095 - Evidence Control Specialist 22.86
30210 - Laboratory Technician 23.32
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.93
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 27.95
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 27.95
30461 - Technical Writer I 24.57
30462 - Technical Writer II 30.06
30463 - Technical Writer III 36.37
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 35.75
30493 - Unexploded Ordnance (UXO) Technician III 27.12
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.71
31030 - Bus Driver 19.12

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	10.83
31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	12.85
31361 - Truckdriver Light	14.69
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.31
31364 - Truckdriver Tractor-Trailer	20.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.80
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.78
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	25.83
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	22.88
99730 - Refuse Collector	18.35
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.74
99831 - Surveying Aide	12.35
99832 - Surveying Technician	18.84
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.57
99842 - Vending Machine Repairer Helper	20.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4225
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Cumberland Dauphin Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.75
01012 - Accounting Clerk II		17.68
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		27.67
01035 - Court Reporter		26.90
01041 - Customer Service Representative I		13.79
01042 - Customer Service Representative II		15.51
01043 - Customer Service Representative III		16.92
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		19.79
01070 - Document Preparation Clerk		16.47
01090 - Duplicating Machine Operator		16.47
01111 - General Clerk I		13.88
01112 - General Clerk II		15.14

01113 - General Clerk III	17.00
01120 - Housing Referral Assistant	19.88
01141 - Messenger Courier	14.40
01191 - Order Clerk I	14.75
01192 - Order Clerk II	17.94
01261 - Personnel Assistant (Employment) I	16.27
01262 - Personnel Assistant (Employment) II	18.20
01263 - Personnel Assistant (Employment) III	20.29
01270 - Production Control Clerk	22.82
01290 - Rental Clerk	12.94
01300 - Scheduler Maintenance	15.93
01311 - Secretary I	15.93
01312 - Secretary II	17.83
01313 - Secretary III	19.88
01320 - Service Order Dispatcher	17.68
01410 - Supply Technician	27.67
01420 - Survey Worker	17.76
01460 - Switchboard Operator/Receptionist	13.52
01531 - Travel Clerk I	14.64
01532 - Travel Clerk II	15.34
01533 - Travel Clerk III	16.24
01611 - Word Processor I	14.25
01612 - Word Processor II	16.00
01613 - Word Processor III	17.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.95
05010 - Automotive Electrician	20.44
05040 - Automotive Glass Installer	19.41
05070 - Automotive Worker	19.41
05110 - Mobile Equipment Servicer	17.36
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.41
05190 - Motor Vehicle Mechanic	21.44
05220 - Motor Vehicle Mechanic Helper	16.25
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.41
05310 - Painter Automotive	20.44
05340 - Radiator Repair Specialist	19.41
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.23
07041 - Cook I	13.93
07042 - Cook II	15.58
07070 - Dishwasher	10.78
07130 - Food Service Worker	10.29
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77

09040 - Furniture Handler 15.92
09080 - Furniture Refinisher 20.77
09090 - Furniture Refinisher Helper 17.32
09110 - Furniture Repairer Minor 19.04
09130 - Upholsterer 21.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.89
11060 - Elevator Operator 12.69
11090 - Gardener 17.04
11122 - Housekeeping Aide 12.69
11150 - Janitor 12.69
11210 - Laborer Grounds Maintenance 13.93
11240 - Maid or Houseman 10.64
11260 - Pruner 12.94
11270 - Tractor Operator 15.95
11330 - Trail Maintenance Worker 13.93
11360 - Window Cleaner 13.66
12000 - Health Occupations
12010 - Ambulance Driver 18.11
12011 - Breath Alcohol Technician 22.38
12012 - Certified Occupational Therapist Assistant 26.86
12015 - Certified Physical Therapist Assistant 26.28
12020 - Dental Assistant 19.16
12025 - Dental Hygienist 35.48
12030 - EKG Technician 24.70
12035 - Electroneurodiagnostic Technologist 24.70
12040 - Emergency Medical Technician 18.11
12071 - Licensed Practical Nurse I 20.00
12072 - Licensed Practical Nurse II 22.38
12073 - Licensed Practical Nurse III 24.95
12100 - Medical Assistant 15.82
12130 - Medical Laboratory Technician 22.79
12160 - Medical Record Clerk 16.65
12190 - Medical Record Technician 20.49
12195 - Medical Transcriptionist 19.21
12210 - Nuclear Medicine Technologist 46.97
12221 - Nursing Assistant I 11.32
12222 - Nursing Assistant II 12.72
12223 - Nursing Assistant III 13.88
12224 - Nursing Assistant IV 15.58
12235 - Optical Dispenser 19.38
12236 - Optical Technician 18.31
12250 - Pharmacy Technician 14.38
12280 - Phlebotomist 17.23
12305 - Radiologic Technologist 26.23
12311 - Registered Nurse I 24.07
12312 - Registered Nurse II 29.44
12313 - Registered Nurse II Specialist 29.44
12314 - Registered Nurse III 35.62
12315 - Registered Nurse III Anesthetist 35.62

12316 - Registered Nurse IV		42.70
12317 - Scheduler (Drug and Alcohol Testing)		27.63
12320 - Substance Abuse Treatment Counselor		22.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.30
13012 - Exhibits Specialist II		26.38
13013 - Exhibits Specialist III		32.27
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		29.22
13050 - Library Aide/Clerk		11.39
13054 - Library Information Technology Systems Administrator		26.38
13058 - Library Technician		16.86
13061 - Media Specialist I		19.04
13062 - Media Specialist II		21.30
13063 - Media Specialist III		23.75
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		14.51
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
14170 - System Support Specialist		29.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		35.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.46
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		36.06
15070 - Flight Instructor (Pilot)		42.46
15080 - Graphic Artist		20.84
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.46

15086 - Maintenance Test Pilot Rotary Wing 42.46
15088 - Non-Maintenance Test/Co-Pilot 42.46
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.18
15110 - Test Proctor 19.91
15120 - Tutor 19.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.05
19040 - Tool And Die Maker 26.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.85
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 15.53
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 17.85
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 17.85
21410 - Warehouse Specialist 17.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.02
23019 - Aircraft Logs and Records Technician 24.60
23021 - Aircraft Mechanic I 28.67
23022 - Aircraft Mechanic II 30.02
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.77
23050 - Aircraft Painter 27.33
23060 - Aircraft Servicer 24.60
23070 - Aircraft Survival Flight Equipment Technician 27.33
23080 - Aircraft Worker 25.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.67
23110 - Appliance Mechanic 26.55

23120 - Bicycle Repairer 18.61
23125 - Cable Splicer 41.49
23130 - Carpenter Maintenance 22.44
23140 - Carpet Layer 22.65
23160 - Electrician Maintenance 26.61
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 26.64
23260 - Fabric Worker 21.48
23290 - Fire Alarm System Mechanic 22.05
23310 - Fire Extinguisher Repairer 20.27
23311 - Fuel Distribution System Mechanic 28.41
23312 - Fuel Distribution System Operator 23.01
23370 - General Maintenance Worker 19.58
23380 - Ground Support Equipment Mechanic 28.67
23381 - Ground Support Equipment Servicer 24.60
23382 - Ground Support Equipment Worker 25.96
23391 - Gunsmith I 20.27
23392 - Gunsmith II 22.66
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.35
23430 - Heavy Equipment Mechanic 24.90
23440 - Heavy Equipment Operator 22.54
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 14.89
23510 - Locksmith 20.94
23530 - Machinery Maintenance Mechanic 23.10
23550 - Machinist Maintenance 21.91
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.21
23593 - Metrology Technician III 27.41
23640 - Millwright 26.95
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 21.33
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.60
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.66
23890 - Sheet-Metal Worker Maintenance 27.67
23910 - Small Engine Mechanic 21.90
23931 - Telecommunications Mechanic I 28.35
23932 - Telecommunications Mechanic II 29.67
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 21.12

23965 - Well Driller	25.02
23970 - Woodcraft Worker	25.03
23980 - Woodworker	20.26
24000 - Personal Needs Occupations	
24550 - Case Manager	17.24
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.42
24620 - Family Readiness And Support Services Coordinator	17.24
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.65
25040 - Sewage Plant Operator	25.20
25070 - Stationary Engineer	27.65
25190 - Ventilation Equipment Tender	20.96
25210 - Water Treatment Plant Operator	25.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.75
27007 - Baggage Inspector	16.24
27008 - Corrections Officer	28.41
27010 - Court Security Officer	26.99
27030 - Detection Dog Handler	18.17
27040 - Detention Officer	28.41
27070 - Firefighter	25.58
27101 - Guard I	16.24
27102 - Guard II	18.17
27131 - Police Officer I	32.13
27132 - Police Officer II	35.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.29
28042 - Carnival Equipment Repairer	12.07
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	16.43
28310 - Lifeguard	11.03
28350 - Park Attendant (Aide)	18.39
28510 - Recreation Aide/Health Facility Attendant	13.42
28515 - Recreation Specialist	22.26
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.46
29020 - Hatch Tender	26.46
29030 - Line Handler	26.46
29041 - Stevedore I	25.08
29042 - Stevedore II	27.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.62

30021 - Archeological Technician I		17.65
30022 - Archeological Technician II		19.74
30023 - Archeological Technician III		24.45
30030 - Cartographic Technician		24.45
30040 - Civil Engineering Technician		26.12
30051 - Cryogenic Technician I		27.09
30052 - Cryogenic Technician II		29.92
30061 - Drafter/CAD Operator I		17.65
30062 - Drafter/CAD Operator II		19.74
30063 - Drafter/CAD Operator III		22.01
30064 - Drafter/CAD Operator IV		27.09
30081 - Engineering Technician I		14.87
30082 - Engineering Technician II		16.68
30083 - Engineering Technician III		18.66
30084 - Engineering Technician IV		23.17
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		24.45
30210 - Laboratory Technician		22.01
30221 - Latent Fingerprint Technician I		27.09
30222 - Latent Fingerprint Technician II		29.92
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		18.96
30362 - Paralegal/Legal Assistant II		23.48
30363 - Paralegal/Legal Assistant III		28.73
30364 - Paralegal/Legal Assistant IV		34.76
30375 - Petroleum Supply Specialist		29.92
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		29.92
30461 - Technical Writer I		24.87
30462 - Technical Writer II		30.41
30463 - Technical Writer III		36.80
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.16
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		27.09
30502 - Weather Forecaster II		32.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.01
30621 - Weather Observer Senior	(see 2)	24.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		16.20
31030 - Bus Driver		20.97
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		10.74
31290 - Shuttle Bus Driver		15.49

31310 - Taxi Driver	13.83
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	22.55
31364 - Truckdriver Tractor-Trailer	22.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.16
99050 - Desk Clerk	11.07
99095 - Embalmer	35.00
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.27
99260 - Marketing Analyst	29.10
99310 - Mortician	35.00
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.66
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	27.54
99831 - Surveying Aide	18.86
99832 - Surveying Technician	24.28
99840 - Vending Machine Attendant	16.66
99841 - Vending Machine Repairer	19.87
99842 - Vending Machine Repairer Helper	16.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4226
Revision No.: 15
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Cumberland Dauphin Perry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.75
01012 - Accounting Clerk II		17.68
01013 - Accounting Clerk III		19.79
01020 - Administrative Assistant		27.67
01035 - Court Reporter		26.90
01041 - Customer Service Representative I		13.79
01042 - Customer Service Representative II		15.51
01043 - Customer Service Representative III		16.92
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.60
01060 - Dispatcher Motor Vehicle		19.79
01070 - Document Preparation Clerk		16.47

01090 - Duplicating Machine Operator 16.47
01111 - General Clerk I 13.88
01112 - General Clerk II 15.14
01113 - General Clerk III 17.00
01120 - Housing Referral Assistant 19.88
01141 - Messenger Courier 14.40
01191 - Order Clerk I 14.75
01192 - Order Clerk II 17.94
01261 - Personnel Assistant (Employment) I 16.27
01262 - Personnel Assistant (Employment) II 18.20
01263 - Personnel Assistant (Employment) III 20.29
01270 - Production Control Clerk 22.82
01290 - Rental Clerk 12.94
01300 - Scheduler Maintenance 15.93
01311 - Secretary I 15.93
01312 - Secretary II 17.83
01313 - Secretary III 19.88
01320 - Service Order Dispatcher 17.68
01410 - Supply Technician 27.67
01420 - Survey Worker 17.76
01460 - Switchboard Operator/Receptionist 13.52
01531 - Travel Clerk I 14.64
01532 - Travel Clerk II 15.34
01533 - Travel Clerk III 16.24
01611 - Word Processor I 14.25
01612 - Word Processor II 16.00
01613 - Word Processor III 17.90
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.95
05010 - Automotive Electrician 20.44
05040 - Automotive Glass Installer 19.41
05070 - Automotive Worker 19.41
05110 - Mobile Equipment Servicer 17.36
05130 - Motor Equipment Metal Mechanic 21.44
05160 - Motor Equipment Metal Worker 19.41
05190 - Motor Vehicle Mechanic 21.44
05220 - Motor Vehicle Mechanic Helper 16.25
05250 - Motor Vehicle Upholstery Worker 18.39
05280 - Motor Vehicle Wrecker 19.41
05310 - Painter Automotive 20.44
05340 - Radiator Repair Specialist 19.41
05370 - Tire Repairer 14.53
05400 - Transmission Repair Specialist 21.44
07000 - Food Preparation And Service Occupations
07010 - Baker 13.23
07041 - Cook I 13.93
07042 - Cook II 15.58
07070 - Dishwasher 10.78
07130 - Food Service Worker 10.29
07210 - Meat Cutter 17.67

07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.77
09090 - Furniture Refinisher Helper	17.32
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.89
11060 - Elevator Operator	12.69
11090 - Gardener	17.04
11122 - Housekeeping Aide	12.69
11150 - Janitor	12.69
11210 - Laborer Grounds Maintenance	13.93
11240 - Maid or Houseman	10.64
11260 - Pruner	12.94
11270 - Tractor Operator	15.95
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	13.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	22.38
12012 - Certified Occupational Therapist Assistant	26.86
12015 - Certified Physical Therapist Assistant	26.28
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	35.48
12030 - EKG Technician	24.70
12035 - Electroneurodiagnostic Technologist	24.70
12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	20.00
12072 - Licensed Practical Nurse II	22.38
12073 - Licensed Practical Nurse III	24.95
12100 - Medical Assistant	15.82
12130 - Medical Laboratory Technician	22.79
12160 - Medical Record Clerk	16.65
12190 - Medical Record Technician	20.49
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	46.97
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.72
12223 - Nursing Assistant III	13.88
12224 - Nursing Assistant IV	15.58
12235 - Optical Dispenser	19.38
12236 - Optical Technician	18.31
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	26.23
12311 - Registered Nurse I	24.07
12312 - Registered Nurse II	29.44

12313 - Registered Nurse II Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III Anesthetist		35.62
12316 - Registered Nurse IV		42.70
12317 - Scheduler (Drug and Alcohol Testing)		27.63
12320 - Substance Abuse Treatment Counselor		22.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.30
13012 - Exhibits Specialist II		26.38
13013 - Exhibits Specialist III		32.27
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		29.22
13050 - Library Aide/Clerk		11.39
13054 - Library Information Technology Systems Administrator		26.38
13058 - Library Technician		16.86
13061 - Media Specialist I		19.04
13062 - Media Specialist II		21.30
13063 - Media Specialist III		23.75
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		14.51
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I		21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
14170 - System Support Specialist		29.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.28
15020 - Aircrew Training Devices Instructor (Rated)		35.42
15030 - Air Crew Training Devices Instructor (Pilot)		42.46
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		36.06

15070 - Flight Instructor (Pilot) 42.46
15080 - Graphic Artist 20.84
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.46
15086 - Maintenance Test Pilot Rotary Wing 42.46
15088 - Non-Maintenance Test/Co-Pilot 42.46
15090 - Technical Instructor 24.67
15095 - Technical Instructor/Course Developer 30.18
15110 - Test Proctor 19.91
15120 - Tutor 19.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.05
19040 - Tool And Die Maker 26.48
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.85
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 15.53
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 17.85
21110 - Shipping Packer 16.41
21130 - Shipping/Receiving Clerk 16.41
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 17.85
21410 - Warehouse Specialist 17.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.02
23019 - Aircraft Logs and Records Technician 24.60
23021 - Aircraft Mechanic I 28.67
23022 - Aircraft Mechanic II 30.02
23023 - Aircraft Mechanic III 31.40
23040 - Aircraft Mechanic Helper 21.77
23050 - Aircraft Painter 27.33
23060 - Aircraft Servicer 24.60
23070 - Aircraft Survival Flight Equipment Technician 27.33
23080 - Aircraft Worker 25.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.96

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.67
23110 - Appliance Mechanic 26.55
23120 - Bicycle Repairer 18.61
23125 - Cable Splicer 41.49
23130 - Carpenter Maintenance 22.44
23140 - Carpet Layer 22.65
23160 - Electrician Maintenance 26.61
23181 - Electronics Technician Maintenance I 23.56
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 26.64
23260 - Fabric Worker 21.48
23290 - Fire Alarm System Mechanic 22.05
23310 - Fire Extinguisher Repairer 20.27
23311 - Fuel Distribution System Mechanic 28.41
23312 - Fuel Distribution System Operator 23.01
23370 - General Maintenance Worker 19.58
23380 - Ground Support Equipment Mechanic 28.67
23381 - Ground Support Equipment Servicer 24.60
23382 - Ground Support Equipment Worker 25.96
23391 - Gunsmith I 20.27
23392 - Gunsmith II 22.66
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.35
23430 - Heavy Equipment Mechanic 24.90
23440 - Heavy Equipment Operator 22.54
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 14.89
23510 - Locksmith 20.94
23530 - Machinery Maintenance Mechanic 23.10
23550 - Machinist Maintenance 21.91
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.21
23593 - Metrology Technician III 27.41
23640 - Millwright 26.95
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 21.33
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.60
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.66
23890 - Sheet-Metal Worker Maintenance 27.67
23910 - Small Engine Mechanic 21.90
23931 - Telecommunications Mechanic I 28.35

23932 - Telecommunications Mechanic II 29.67
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 21.12
23965 - Well Driller 25.02
23970 - Woodcraft Worker 25.03
23980 - Woodworker 20.26
24000 - Personal Needs Occupations
24550 - Case Manager 17.24
24570 - Child Care Attendant 11.58
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.42
24620 - Family Readiness And Support Services Coordinator 17.24
24630 - Homemaker 17.24
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.65
25040 - Sewage Plant Operator 25.20
25070 - Stationary Engineer 27.65
25190 - Ventilation Equipment Tender 20.96
25210 - Water Treatment Plant Operator 25.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.75
27007 - Baggage Inspector 16.24
27008 - Corrections Officer 28.41
27010 - Court Security Officer 26.99
27030 - Detection Dog Handler 18.17
27040 - Detention Officer 28.41
27070 - Firefighter 25.58
27101 - Guard I 16.24
27102 - Guard II 18.17
27131 - Police Officer I 32.13
27132 - Police Officer II 35.71
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.29
28042 - Carnival Equipment Repairer 12.07
28043 - Carnival Worker 9.24
28210 - Gate Attendant/Gate Tender 16.43
28310 - Lifeguard 11.03
28350 - Park Attendant (Aide) 18.39
28510 - Recreation Aide/Health Facility Attendant 13.42
28515 - Recreation Specialist 22.26
28630 - Sports Official 14.64
28690 - Swimming Pool Operator 18.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.46
29020 - Hatch Tender 26.46
29030 - Line Handler 26.46
29041 - Stevedore I 25.08
29042 - Stevedore II 27.86
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.62
30021 - Archeological Technician I 17.65
30022 - Archeological Technician II 19.74
30023 - Archeological Technician III 24.45
30030 - Cartographic Technician 24.45
30040 - Civil Engineering Technician 26.12
30051 - Cryogenic Technician I 27.09
30052 - Cryogenic Technician II 29.92
30061 - Drafter/CAD Operator I 17.65
30062 - Drafter/CAD Operator II 19.74
30063 - Drafter/CAD Operator III 22.01
30064 - Drafter/CAD Operator IV 27.09
30081 - Engineering Technician I 14.87
30082 - Engineering Technician II 16.68
30083 - Engineering Technician III 18.66
30084 - Engineering Technician IV 23.17
30085 - Engineering Technician V 28.33
30086 - Engineering Technician VI 34.27
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 24.45
30210 - Laboratory Technician 22.01
30221 - Latent Fingerprint Technician I 27.09
30222 - Latent Fingerprint Technician II 29.92
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 18.96
30362 - Paralegal/Legal Assistant II 23.48
30363 - Paralegal/Legal Assistant III 28.73
30364 - Paralegal/Legal Assistant IV 34.76
30375 - Petroleum Supply Specialist 29.92
30390 - Photo-Optics Technician 24.45
30395 - Radiation Control Technician 29.92
30461 - Technical Writer I 24.87
30462 - Technical Writer II 30.41
30463 - Technical Writer III 36.80
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.16
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 27.09
30502 - Weather Forecaster II 32.95
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.01
30621 - Weather Observer Senior (see 2) 24.45
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 16.20
31030 - Bus Driver 20.97

31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	10.74
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	13.83
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	22.55
31364 - Truckdriver Tractor-Trailer	22.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.16
99050 - Desk Clerk	11.07
99095 - Embalmer	35.00
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.27
99260 - Marketing Analyst	29.10
99310 - Mortician	35.00
99410 - Pest Controller	17.67
99510 - Photofinishing Worker	13.44
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.66
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	27.54
99831 - Surveying Aide	18.86
99832 - Surveying Technician	24.28
99840 - Vending Machine Attendant	16.66
99841 - Vending Machine Repairer	19.87
99842 - Vending Machine Repairer Helper	16.66

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4227
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Cambria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.36
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.92
01042 - Customer Service Representative II		13.40
01043 - Customer Service Representative III		14.62
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.57
01090 - Duplicating Machine Operator		12.57
01111 - General Clerk I		12.59
01112 - General Clerk II		14.59

01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 13.87
01191 - Order Clerk I 13.17
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.57
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 22.36
01420 - Survey Worker 15.72
01460 - Switchboard Operator/Receptionist 12.22
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.87
01612 - Word Processor II 15.57
01613 - Word Processor III 17.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.27
07042 - Cook II 13.94
07070 - Dishwasher 9.27
07130 - Food Service Worker 10.22
07210 - Meat Cutter 15.60
07260 - Waiter/Waitress 10.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.84

09040 - Furniture Handler 13.40
09080 - Furniture Refinisher 19.00
09090 - Furniture Refinisher Helper 15.28
09110 - Furniture Repairer Minor 17.02
09130 - Upholsterer 17.84
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.17
11060 - Elevator Operator 13.61
11090 - Gardener 15.88
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 13.13
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 14.88
11330 - Trail Maintenance Worker 13.13
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 15.44
12011 - Breath Alcohol Technician 17.33
12012 - Certified Occupational Therapist Assistant 23.28
12015 - Certified Physical Therapist Assistant 24.31
12020 - Dental Assistant 16.03
12025 - Dental Hygienist 29.46
12030 - EKG Technician 26.69
12035 - Electroneurodiagnostic Technologist 26.68
12040 - Emergency Medical Technician 15.44
12071 - Licensed Practical Nurse I 15.31
12072 - Licensed Practical Nurse II 17.33
12073 - Licensed Practical Nurse III 19.33
12100 - Medical Assistant 15.18
12130 - Medical Laboratory Technician 21.32
12160 - Medical Record Clerk 16.13
12190 - Medical Record Technician 19.86
12195 - Medical Transcriptionist 15.31
12210 - Nuclear Medicine Technologist 36.86
12221 - Nursing Assistant I 11.17
12222 - Nursing Assistant II 12.56
12223 - Nursing Assistant III 13.70
12224 - Nursing Assistant IV 15.38
12235 - Optical Dispenser 16.12
12236 - Optical Technician 15.16
12250 - Pharmacy Technician 13.87
12280 - Phlebotomist 14.99
12305 - Radiologic Technologist 24.42
12311 - Registered Nurse I 23.89
12312 - Registered Nurse II 29.23
12313 - Registered Nurse II Specialist 29.23
12314 - Registered Nurse III 35.36
12315 - Registered Nurse III Anesthetist 35.36

12316 - Registered Nurse IV		42.39
12317 - Scheduler (Drug and Alcohol Testing)		21.47
12320 - Substance Abuse Treatment Counselor		21.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		13.92
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.71
15030 - Air Crew Training Devices Instructor (Pilot)		41.60
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		41.60
15080 - Graphic Artist		27.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.60

15086 - Maintenance Test Pilot Rotary Wing 41.60
15088 - Non-Maintenance Test/Co-Pilot 41.60
15090 - Technical Instructor 23.36
15095 - Technical Instructor/Course Developer 28.58
15110 - Test Proctor 18.86
15120 - Tutor 18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.75
19040 - Tool And Die Maker 24.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 23.57
21040 - Material Expediter 23.57
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.47
23019 - Aircraft Logs and Records Technician 19.78
23021 - Aircraft Mechanic I 22.54
23022 - Aircraft Mechanic II 23.47
23023 - Aircraft Mechanic III 24.59
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.78
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.54
23110 - Appliance Mechanic 20.75

23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.66
23160 - Electrician Maintenance 30.54
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 21.71
23310 - Fire Extinguisher Repairer 18.17
23311 - Fuel Distribution System Mechanic 22.44
23312 - Fuel Distribution System Operator 18.49
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 22.54
23381 - Ground Support Equipment Servicer 19.78
23382 - Ground Support Equipment Worker 20.91
23391 - Gunsmith I 18.17
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 28.19
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 21.55
23470 - Laborer 14.78
23510 - Locksmith 20.75
23530 - Machinery Maintenance Mechanic 22.42
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.12
23593 - Metrology Technician III 25.27
23640 - Millwright 25.25
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 20.75
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 23.36
23820 - Pneudraulic Systems Mechanic 22.54
23850 - Rigger 22.54
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 26.90
23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 18.79

23965 - Well Driller		21.71
23970 - Woodcraft Worker		22.54
23980 - Woodworker		17.42
24000 - Personal Needs Occupations		
24550 - Case Manager		16.69
24570 - Child Care Attendant		10.71
24580 - Child Care Center Clerk		12.98
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		16.69
24630 - Homemaker		16.69
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.99
25040 - Sewage Plant Operator		24.07
25070 - Stationary Engineer		24.99
25190 - Ventilation Equipment Tender		18.32
25210 - Water Treatment Plant Operator		24.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.12
27007 - Baggage Inspector		11.31
27008 - Corrections Officer		24.52
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		24.52
27070 - Firefighter		24.52
27101 - Guard I		11.31
27102 - Guard II		14.84
27131 - Police Officer I		24.82
27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.67
28042 - Carnival Equipment Repairer		15.26
28043 - Carnival Worker		11.89
28210 - Gate Attendant/Gate Tender		15.08
28310 - Lifeguard		12.03
28350 - Park Attendant (Aide)		16.88
28510 - Recreation Aide/Health Facility Attendant		12.32
28515 - Recreation Specialist		20.32
28630 - Sports Official		13.44
28690 - Swimming Pool Operator		20.10
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.51
29020 - Hatch Tender		21.51
29030 - Line Handler		21.51
29041 - Stevedore I		20.33
29042 - Stevedore II		22.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		22.42
30051 - Cryogenic Technician I		26.32
30052 - Cryogenic Technician II		29.07
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.25
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		23.76
30095 - Evidence Control Specialist		23.76
30210 - Laboratory Technician		21.56
30221 - Latent Fingerprint Technician I		26.32
30222 - Latent Fingerprint Technician II		29.07
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		20.41
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.56
30375 - Petroleum Supply Specialist		29.07
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		29.07
30461 - Technical Writer I		23.95
30462 - Technical Writer II		29.07
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.81
31030 - Bus Driver		20.89
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		13.85
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	13.67
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.11
31364 - Truckdriver Tractor-Trailer	22.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.53
99050 - Desk Clerk	11.13
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	26.46
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	16.47
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	20.51
99841 - Vending Machine Repairer	24.57
99842 - Vending Machine Repairer Helper	20.51

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4228
Revision No.: 12
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Cambria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.36
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.92
01042 - Customer Service Representative II		13.40
01043 - Customer Service Representative III		14.62
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.57

01090 - Duplicating Machine Operator 12.57
01111 - General Clerk I 12.59
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 13.87
01191 - Order Clerk I 13.17
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.57
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 22.36
01420 - Survey Worker 15.72
01460 - Switchboard Operator/Receptionist 12.22
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.87
01612 - Word Processor II 15.57
01613 - Word Processor III 17.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.27
07042 - Cook II 13.94
07070 - Dishwasher 9.27
07130 - Food Service Worker 10.22
07210 - Meat Cutter 15.60

07260 - Waiter/Waitress	10.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	13.40
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer Minor	17.02
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.17
11060 - Elevator Operator	13.61
11090 - Gardener	15.88
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	13.13
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	14.88
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	23.28
12015 - Certified Physical Therapist Assistant	24.31
12020 - Dental Assistant	16.03
12025 - Dental Hygienist	29.46
12030 - EKG Technician	26.69
12035 - Electroneurodiagnostic Technologist	26.68
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	21.32
12160 - Medical Record Clerk	16.13
12190 - Medical Record Technician	19.86
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine Technologist	36.86
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.70
12224 - Nursing Assistant IV	15.38
12235 - Optical Dispenser	16.12
12236 - Optical Technician	15.16
12250 - Pharmacy Technician	13.87
12280 - Phlebotomist	14.99
12305 - Radiologic Technologist	24.42
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.23

12313 - Registered Nurse II Specialist		29.23
12314 - Registered Nurse III		35.36
12315 - Registered Nurse III Anesthetist		35.36
12316 - Registered Nurse IV		42.39
12317 - Scheduler (Drug and Alcohol Testing)		21.47
12320 - Substance Abuse Treatment Counselor		21.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		13.92
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.69
15020 - Aircrew Training Devices Instructor (Rated)		34.71
15030 - Air Crew Training Devices Instructor (Pilot)		41.60
15050 - Computer Based Training Specialist / Instructor		28.69
15060 - Educational Technologist		29.84

15070 - Flight Instructor (Pilot) 41.60
15080 - Graphic Artist 27.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.60
15086 - Maintenance Test Pilot Rotary Wing 41.60
15088 - Non-Maintenance Test/Co-Pilot 41.60
15090 - Technical Instructor 23.36
15095 - Technical Instructor/Course Developer 28.58
15110 - Test Proctor 18.86
15120 - Tutor 18.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.75
19040 - Tool And Die Maker 24.68
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.70
21030 - Material Coordinator 23.57
21040 - Material Expediter 23.57
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 17.70
21110 - Shipping Packer 16.08
21130 - Shipping/Receiving Clerk 16.08
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 17.70
21410 - Warehouse Specialist 17.70
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.47
23019 - Aircraft Logs and Records Technician 19.78
23021 - Aircraft Mechanic I 22.54
23022 - Aircraft Mechanic II 23.47
23023 - Aircraft Mechanic III 24.59
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.78
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.91

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.54
23110 - Appliance Mechanic 20.75
23120 - Bicycle Repairer 17.42
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.66
23160 - Electrician Maintenance 30.54
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 21.71
23310 - Fire Extinguisher Repairer 18.17
23311 - Fuel Distribution System Mechanic 22.44
23312 - Fuel Distribution System Operator 18.49
23370 - General Maintenance Worker 18.18
23380 - Ground Support Equipment Mechanic 22.54
23381 - Ground Support Equipment Servicer 19.78
23382 - Ground Support Equipment Worker 20.91
23391 - Gunsmith I 18.17
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 28.19
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 21.55
23470 - Laborer 14.78
23510 - Locksmith 20.75
23530 - Machinery Maintenance Mechanic 22.42
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.12
23593 - Metrology Technician III 25.27
23640 - Millwright 25.25
23710 - Office Appliance Repairer 20.26
23760 - Painter Maintenance 20.75
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 23.36
23820 - Pneudraulic Systems Mechanic 22.54
23850 - Rigger 22.54
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 19.66
23931 - Telecommunications Mechanic I 26.90

23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 18.79
23965 - Well Driller 21.71
23970 - Woodcraft Worker 22.54
23980 - Woodworker 17.42
24000 - Personal Needs Occupations
24550 - Case Manager 16.69
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 12.98
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 16.69
24630 - Homemaker 16.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.99
25040 - Sewage Plant Operator 24.07
25070 - Stationary Engineer 24.99
25190 - Ventilation Equipment Tender 18.32
25210 - Water Treatment Plant Operator 24.07
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.12
27007 - Baggage Inspector 11.31
27008 - Corrections Officer 24.52
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 24.52
27070 - Firefighter 24.52
27101 - Guard I 11.31
27102 - Guard II 14.84
27131 - Police Officer I 24.82
27132 - Police Officer II 26.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.67
28042 - Carnival Equipment Repairer 15.26
28043 - Carnival Worker 11.89
28210 - Gate Attendant/Gate Tender 15.08
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 16.88
28510 - Recreation Aide/Health Facility Attendant 12.32
28515 - Recreation Specialist 20.32
28630 - Sports Official 13.44
28690 - Swimming Pool Operator 20.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.51
29020 - Hatch Tender 21.51
29030 - Line Handler 21.51
29041 - Stevedore I 20.33
29042 - Stevedore II 22.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 22.42
30051 - Cryogenic Technician I 26.32
30052 - Cryogenic Technician II 29.07
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.25
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 23.76
30095 - Evidence Control Specialist 23.76
30210 - Laboratory Technician 21.56
30221 - Latent Fingerprint Technician I 26.32
30222 - Latent Fingerprint Technician II 29.07
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 20.41
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 29.07
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 29.07
30461 - Technical Writer I 23.95
30462 - Technical Writer II 29.07
30463 - Technical Writer III 34.79
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.81
31030 - Bus Driver 20.89

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	13.85
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	13.67
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.11
31364 - Truckdriver Tractor-Trailer	22.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.53
99050 - Desk Clerk	11.13
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	26.46
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	16.47
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	20.51
99841 - Vending Machine Repairer	24.57
99842 - Vending Machine Repairer Helper	20.51

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4229
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lancaster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.61
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		24.09
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.47
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		21.18
01070 - Document Preparation Clerk		17.10
01090 - Duplicating Machine Operator		17.10
01111 - General Clerk I		13.81
01112 - General Clerk II		15.06

01113 - General Clerk III 16.91
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 14.59
01191 - Order Clerk I 16.75
01192 - Order Clerk II 18.29
01261 - Personnel Assistant (Employment) I 16.44
01262 - Personnel Assistant (Employment) II 18.40
01263 - Personnel Assistant (Employment) III 20.51
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.23
01300 - Scheduler Maintenance 15.61
01311 - Secretary I 15.61
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 18.93
01410 - Supply Technician 24.09
01420 - Survey Worker 18.34
01460 - Switchboard Operator/Receptionist 14.37
01531 - Travel Clerk I 15.81
01532 - Travel Clerk II 16.98
01533 - Travel Clerk III 18.21
01611 - Word Processor I 14.25
01612 - Word Processor II 15.84
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.09
05070 - Automotive Worker 19.09
05110 - Mobile Equipment Servicer 17.07
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 19.09
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 15.98
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 19.09
05310 - Painter Automotive 20.10
05340 - Radiator Repair Specialist 19.09
05370 - Tire Repairer 15.98
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 13.63
07042 - Cook II 15.24
07070 - Dishwasher 10.04
07130 - Food Service Worker 11.32
07210 - Meat Cutter 15.70
07260 - Waiter/Waitress 11.16
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.88

09040 - Furniture Handler 14.47
09080 - Furniture Refinisher 18.88
09090 - Furniture Refinisher Helper 15.75
09110 - Furniture Repairer Minor 17.31
09130 - Upholsterer 21.75
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.81
11060 - Elevator Operator 13.81
11090 - Gardener 17.98
11122 - Housekeeping Aide 13.40
11150 - Janitor 13.40
11210 - Laborer Grounds Maintenance 14.74
11240 - Maid or Houseman 11.13
11260 - Pruner 13.70
11270 - Tractor Operator 16.84
11330 - Trail Maintenance Worker 14.74
11360 - Window Cleaner 14.43
12000 - Health Occupations
12010 - Ambulance Driver 17.47
12011 - Breath Alcohol Technician 20.41
12012 - Certified Occupational Therapist Assistant 29.84
12015 - Certified Physical Therapist Assistant 29.26
12020 - Dental Assistant 23.49
12025 - Dental Hygienist 35.51
12030 - EKG Technician 30.92
12035 - Electroneurodiagnostic Technologist 30.92
12040 - Emergency Medical Technician 17.47
12071 - Licensed Practical Nurse I 18.24
12072 - Licensed Practical Nurse II 20.41
12073 - Licensed Practical Nurse III 22.75
12100 - Medical Assistant 14.91
12130 - Medical Laboratory Technician 24.58
12160 - Medical Record Clerk 16.14
12190 - Medical Record Technician 19.87
12195 - Medical Transcriptionist 18.83
12210 - Nuclear Medicine Technologist 44.85
12221 - Nursing Assistant I 11.02
12222 - Nursing Assistant II 12.39
12223 - Nursing Assistant III 13.52
12224 - Nursing Assistant IV 15.17
12235 - Optical Dispenser 19.28
12236 - Optical Technician 17.62
12250 - Pharmacy Technician 14.18
12280 - Phlebotomist 16.45
12305 - Radiologic Technologist 27.03
12311 - Registered Nurse I 22.89
12312 - Registered Nurse II 27.99
12313 - Registered Nurse II Specialist 27.99
12314 - Registered Nurse III 33.87
12315 - Registered Nurse III Anesthetist 33.87

12316 - Registered Nurse IV		40.60
12317 - Scheduler (Drug and Alcohol Testing)		25.28
12320 - Substance Abuse Treatment Counselor		22.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.24
13042 - Illustrator II		23.84
13043 - Illustrator III		29.17
13047 - Librarian		27.82
13050 - Library Aide/Clerk		12.21
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		14.66
13061 - Media Specialist I		18.14
13062 - Media Specialist II		20.28
13063 - Media Specialist III		22.59
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		20.28
13110 - Video Teleconference Technician		23.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.47
14042 - Computer Operator II		18.42
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.27
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.47
14160 - Personal Computer Support Technician		22.81
14170 - System Support Specialist		35.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.72

15086 - Maintenance Test Pilot Rotary Wing 39.72
15088 - Non-Maintenance Test/Co-Pilot 39.72
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.34
19040 - Tool And Die Maker 24.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.57
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 15.53
21071 - Order Filler 12.92
21080 - Production Line Worker (Food Processing) 20.57
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 20.57
21410 - Warehouse Specialist 20.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.72
23019 - Aircraft Logs and Records Technician 19.81
23021 - Aircraft Mechanic I 22.66
23022 - Aircraft Mechanic II 23.72
23023 - Aircraft Mechanic III 24.81
23040 - Aircraft Mechanic Helper 18.02
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 19.81
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.66
23110 - Appliance Mechanic 21.42

23120 - Bicycle Repairer 20.26
23125 - Cable Splicer 34.29
23130 - Carpenter Maintenance 19.67
23140 - Carpet Layer 20.70
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 24.09
23182 - Electronics Technician Maintenance II 25.36
23183 - Electronics Technician Maintenance III 26.64
23260 - Fabric Worker 21.47
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 20.26
23311 - Fuel Distribution System Mechanic 25.03
23312 - Fuel Distribution System Operator 20.26
23370 - General Maintenance Worker 19.70
23380 - Ground Support Equipment Mechanic 22.66
23381 - Ground Support Equipment Servicer 19.81
23382 - Ground Support Equipment Worker 20.71
23391 - Gunsmith I 20.26
23392 - Gunsmith II 22.66
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.67
23430 - Heavy Equipment Mechanic 24.45
23440 - Heavy Equipment Operator 22.22
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 14.89
23510 - Locksmith 22.88
23530 - Machinery Maintenance Mechanic 25.17
23550 - Machinist Maintenance 21.43
23580 - Maintenance Trades Helper 15.07
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.20
23593 - Metrology Technician III 27.41
23640 - Millwright 29.64
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 24.45
23810 - Plumber Maintenance 23.31
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.66
23890 - Sheet-Metal Worker Maintenance 29.77
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 26.92
23932 - Telecommunications Mechanic II 27.98
23950 - Telephone Lineman 24.77
23960 - Welder Combination Maintenance 21.29

23965 - Well Driller		25.03
23970 - Woodcraft Worker		25.03
23980 - Woodworker		20.26
24000 - Personal Needs Occupations		
24550 - Case Manager		17.23
24570 - Child Care Attendant		11.43
24580 - Child Care Center Clerk		16.23
24610 - Chore Aide		11.72
24620 - Family Readiness And Support Services Coordinator		17.23
24630 - Homemaker		17.23
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.65
25040 - Sewage Plant Operator		24.31
25070 - Stationary Engineer		26.65
25190 - Ventilation Equipment Tender		20.28
25210 - Water Treatment Plant Operator		24.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.97
27007 - Baggage Inspector		14.11
27008 - Corrections Officer		24.40
27010 - Court Security Officer		24.40
27030 - Detection Dog Handler		16.29
27040 - Detention Officer		24.40
27070 - Firefighter		22.49
27101 - Guard I		14.11
27102 - Guard II		16.29
27131 - Police Officer I		32.48
27132 - Police Officer II		36.10
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.75
28042 - Carnival Equipment Repairer		12.55
28043 - Carnival Worker		9.53
28210 - Gate Attendant/Gate Tender		14.20
28310 - Lifeguard		11.03
28350 - Park Attendant (Aide)		15.89
28510 - Recreation Aide/Health Facility Attendant		11.59
28515 - Recreation Specialist		19.68
28630 - Sports Official		12.64
28690 - Swimming Pool Operator		18.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.81
29020 - Hatch Tender		27.81
29030 - Line Handler		27.81
29041 - Stevedore I		26.37
29042 - Stevedore II		29.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.32
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.80
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.62

30021 - Archeological Technician I		16.75
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		23.21
30030 - Cartographic Technician		23.21
30040 - Civil Engineering Technician		26.31
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.38
30061 - Drafter/CAD Operator I		16.74
30062 - Drafter/CAD Operator II		18.82
30063 - Drafter/CAD Operator III		20.88
30064 - Drafter/CAD Operator IV		25.70
30081 - Engineering Technician I		15.79
30082 - Engineering Technician II		17.72
30083 - Engineering Technician III		19.83
30084 - Engineering Technician IV		24.57
30085 - Engineering Technician V		30.05
30086 - Engineering Technician VI		36.36
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		21.22
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.38
30240 - Mathematical Technician		23.21
30361 - Paralegal/Legal Assistant I		19.32
30362 - Paralegal/Legal Assistant II		24.12
30363 - Paralegal/Legal Assistant III		29.50
30364 - Paralegal/Legal Assistant IV		35.70
30375 - Petroleum Supply Specialist		28.38
30390 - Photo-Optics Technician		23.21
30395 - Radiation Control Technician		28.38
30461 - Technical Writer I		22.21
30462 - Technical Writer II		27.16
30463 - Technical Writer III		32.86
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.16
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		25.70
30502 - Weather Forecaster II		31.26
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.88
30621 - Weather Observer Senior	(see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		13.82
31030 - Bus Driver		17.87
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		11.25
31290 - Shuttle Bus Driver		15.49

31310 - Taxi Driver	12.47
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.52
99050 - Desk Clerk	11.66
99095 - Embalmer	33.79
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.96
99260 - Marketing Analyst	25.85
99310 - Mortician	33.79
99410 - Pest Controller	21.17
99510 - Photofinishing Worker	14.01
99710 - Recycling Laborer	18.89
99711 - Recycling Specialist	21.64
99730 - Refuse Collector	17.54
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	25.24
99831 - Surveying Aide	17.29
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	22.48
99842 - Vending Machine Repairer Helper	19.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4230
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lancaster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.61
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		24.09
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.10
01043 - Customer Service Representative III		16.47
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher Motor Vehicle		21.18
01070 - Document Preparation Clerk		17.10

01090 - Duplicating Machine Operator 17.10
01111 - General Clerk I 13.81
01112 - General Clerk II 15.06
01113 - General Clerk III 16.91
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 14.59
01191 - Order Clerk I 16.75
01192 - Order Clerk II 18.29
01261 - Personnel Assistant (Employment) I 16.44
01262 - Personnel Assistant (Employment) II 18.40
01263 - Personnel Assistant (Employment) III 20.51
01270 - Production Control Clerk 23.11
01290 - Rental Clerk 14.23
01300 - Scheduler Maintenance 15.61
01311 - Secretary I 15.61
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 18.93
01410 - Supply Technician 24.09
01420 - Survey Worker 18.34
01460 - Switchboard Operator/Receptionist 14.37
01531 - Travel Clerk I 15.81
01532 - Travel Clerk II 16.98
01533 - Travel Clerk III 18.21
01611 - Word Processor I 14.25
01612 - Word Processor II 15.84
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.94
05010 - Automotive Electrician 20.10
05040 - Automotive Glass Installer 19.09
05070 - Automotive Worker 19.09
05110 - Mobile Equipment Servicer 17.07
05130 - Motor Equipment Metal Mechanic 21.08
05160 - Motor Equipment Metal Worker 19.09
05190 - Motor Vehicle Mechanic 21.08
05220 - Motor Vehicle Mechanic Helper 15.98
05250 - Motor Vehicle Upholstery Worker 18.08
05280 - Motor Vehicle Wrecker 19.09
05310 - Painter Automotive 20.10
05340 - Radiator Repair Specialist 19.09
05370 - Tire Repairer 15.98
05400 - Transmission Repair Specialist 21.08
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 13.63
07042 - Cook II 15.24
07070 - Dishwasher 10.04
07130 - Food Service Worker 11.32
07210 - Meat Cutter 15.70

07260 - Waiter/Waitress	11.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer Minor	17.31
09130 - Upholsterer	21.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.81
11060 - Elevator Operator	13.81
11090 - Gardener	17.98
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.40
11210 - Laborer Grounds Maintenance	14.74
11240 - Maid or Houseman	11.13
11260 - Pruner	13.70
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	14.43
12000 - Health Occupations	
12010 - Ambulance Driver	17.47
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	29.84
12015 - Certified Physical Therapist Assistant	29.26
12020 - Dental Assistant	23.49
12025 - Dental Hygienist	35.51
12030 - EKG Technician	30.92
12035 - Electroneurodiagnostic Technologist	30.92
12040 - Emergency Medical Technician	17.47
12071 - Licensed Practical Nurse I	18.24
12072 - Licensed Practical Nurse II	20.41
12073 - Licensed Practical Nurse III	22.75
12100 - Medical Assistant	14.91
12130 - Medical Laboratory Technician	24.58
12160 - Medical Record Clerk	16.14
12190 - Medical Record Technician	19.87
12195 - Medical Transcriptionist	18.83
12210 - Nuclear Medicine Technologist	44.85
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	19.28
12236 - Optical Technician	17.62
12250 - Pharmacy Technician	14.18
12280 - Phlebotomist	16.45
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	22.89
12312 - Registered Nurse II	27.99

12313 - Registered Nurse II Specialist		27.99
12314 - Registered Nurse III		33.87
12315 - Registered Nurse III Anesthetist		33.87
12316 - Registered Nurse IV		40.60
12317 - Scheduler (Drug and Alcohol Testing)		25.28
12320 - Substance Abuse Treatment Counselor		22.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.17
13013 - Exhibits Specialist III		29.56
13041 - Illustrator I		19.24
13042 - Illustrator II		23.84
13043 - Illustrator III		29.17
13047 - Librarian		27.82
13050 - Library Aide/Clerk		12.21
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		14.66
13061 - Media Specialist I		18.14
13062 - Media Specialist II		20.28
13063 - Media Specialist III		22.59
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		20.28
13110 - Video Teleconference Technician		23.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.47
14042 - Computer Operator II		18.42
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.27
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.47
14160 - Personal Computer Support Technician		22.81
14170 - System Support Specialist		35.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		35.52

15070 - Flight Instructor (Pilot) 41.43
15080 - Graphic Artist 22.06
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.72
15086 - Maintenance Test Pilot Rotary Wing 39.72
15088 - Non-Maintenance Test/Co-Pilot 39.72
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.34
19040 - Tool And Die Maker 24.43
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.57
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 15.53
21071 - Order Filler 12.92
21080 - Production Line Worker (Food Processing) 20.57
21110 - Shipping Packer 17.16
21130 - Shipping/Receiving Clerk 17.16
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 20.57
21410 - Warehouse Specialist 20.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.72
23019 - Aircraft Logs and Records Technician 19.81
23021 - Aircraft Mechanic I 22.66
23022 - Aircraft Mechanic II 23.72
23023 - Aircraft Mechanic III 24.81
23040 - Aircraft Mechanic Helper 18.02
23050 - Aircraft Painter 21.60
23060 - Aircraft Servicer 19.81
23070 - Aircraft Survival Flight Equipment Technician 21.60
23080 - Aircraft Worker 20.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.71

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.66
23110 - Appliance Mechanic 21.42
23120 - Bicycle Repairer 20.26
23125 - Cable Splicer 34.29
23130 - Carpenter Maintenance 19.67
23140 - Carpet Layer 20.70
23160 - Electrician Maintenance 24.70
23181 - Electronics Technician Maintenance I 24.09
23182 - Electronics Technician Maintenance II 25.36
23183 - Electronics Technician Maintenance III 26.64
23260 - Fabric Worker 21.47
23290 - Fire Alarm System Mechanic 23.62
23310 - Fire Extinguisher Repairer 20.26
23311 - Fuel Distribution System Mechanic 25.03
23312 - Fuel Distribution System Operator 20.26
23370 - General Maintenance Worker 19.70
23380 - Ground Support Equipment Mechanic 22.66
23381 - Ground Support Equipment Servicer 19.81
23382 - Ground Support Equipment Worker 20.71
23391 - Gunsmith I 20.26
23392 - Gunsmith II 22.66
23393 - Gunsmith III 25.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.67
23430 - Heavy Equipment Mechanic 24.45
23440 - Heavy Equipment Operator 22.22
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 23.86
23470 - Laborer 14.89
23510 - Locksmith 22.88
23530 - Machinery Maintenance Mechanic 25.17
23550 - Machinist Maintenance 21.43
23580 - Maintenance Trades Helper 15.07
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.20
23593 - Metrology Technician III 27.41
23640 - Millwright 29.64
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 24.45
23810 - Plumber Maintenance 23.31
23820 - Pneudraulic Systems Mechanic 25.03
23850 - Rigger 25.03
23870 - Scale Mechanic 22.66
23890 - Sheet-Metal Worker Maintenance 29.77
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 26.92

23932 - Telecommunications Mechanic II 27.98
23950 - Telephone Lineman 24.77
23960 - Welder Combination Maintenance 21.29
23965 - Well Driller 25.03
23970 - Woodcraft Worker 25.03
23980 - Woodworker 20.26
24000 - Personal Needs Occupations
24550 - Case Manager 17.23
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.72
24620 - Family Readiness And Support Services Coordinator 17.23
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.65
25040 - Sewage Plant Operator 24.31
25070 - Stationary Engineer 26.65
25190 - Ventilation Equipment Tender 20.28
25210 - Water Treatment Plant Operator 24.31
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.97
27007 - Baggage Inspector 14.11
27008 - Corrections Officer 24.40
27010 - Court Security Officer 24.40
27030 - Detection Dog Handler 16.29
27040 - Detention Officer 24.40
27070 - Firefighter 22.49
27101 - Guard I 14.11
27102 - Guard II 16.29
27131 - Police Officer I 32.48
27132 - Police Officer II 36.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.75
28042 - Carnival Equipment Repairer 12.55
28043 - Carnival Worker 9.53
28210 - Gate Attendant/Gate Tender 14.20
28310 - Lifeguard 11.03
28350 - Park Attendant (Aide) 15.89
28510 - Recreation Aide/Health Facility Attendant 11.59
28515 - Recreation Specialist 19.68
28630 - Sports Official 12.64
28690 - Swimming Pool Operator 18.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.81
29020 - Hatch Tender 27.81
29030 - Line Handler 27.81
29041 - Stevedore I 26.37
29042 - Stevedore II 29.28
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.62
30021 - Archeological Technician I 16.75
30022 - Archeological Technician II 19.39
30023 - Archeological Technician III 23.21
30030 - Cartographic Technician 23.21
30040 - Civil Engineering Technician 26.31
30051 - Cryogenic Technician I 25.70
30052 - Cryogenic Technician II 28.38
30061 - Drafter/CAD Operator I 16.74
30062 - Drafter/CAD Operator II 18.82
30063 - Drafter/CAD Operator III 20.88
30064 - Drafter/CAD Operator IV 25.70
30081 - Engineering Technician I 15.79
30082 - Engineering Technician II 17.72
30083 - Engineering Technician III 19.83
30084 - Engineering Technician IV 24.57
30085 - Engineering Technician V 30.05
30086 - Engineering Technician VI 36.36
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 23.21
30210 - Laboratory Technician 21.22
30221 - Latent Fingerprint Technician I 25.70
30222 - Latent Fingerprint Technician II 28.38
30240 - Mathematical Technician 23.21
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 24.12
30363 - Paralegal/Legal Assistant III 29.50
30364 - Paralegal/Legal Assistant IV 35.70
30375 - Petroleum Supply Specialist 28.38
30390 - Photo-Optics Technician 23.21
30395 - Radiation Control Technician 28.38
30461 - Technical Writer I 22.21
30462 - Technical Writer II 27.16
30463 - Technical Writer III 32.86
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.16
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 25.70
30502 - Weather Forecaster II 31.26
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 20.88
30621 - Weather Observer Senior (see 2) 23.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 13.82
31030 - Bus Driver 17.87

31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	11.25
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	12.47
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.52
99050 - Desk Clerk	11.66
99095 - Embalmer	33.79
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.96
99260 - Marketing Analyst	25.85
99310 - Mortician	33.79
99410 - Pest Controller	21.17
99510 - Photofinishing Worker	14.01
99710 - Recycling Laborer	18.89
99711 - Recycling Specialist	21.64
99730 - Refuse Collector	17.54
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	25.24
99831 - Surveying Aide	17.29
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	22.48
99842 - Vending Machine Repairer Helper	19.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4231
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lebanon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		23.99
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		14.99
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		19.90
01070 - Document Preparation Clerk		14.45
01090 - Duplicating Machine Operator		14.45
01111 - General Clerk I		13.68
01112 - General Clerk II		14.92

01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 11.78
01191 - Order Clerk I 13.41
01192 - Order Clerk II 15.99
01261 - Personnel Assistant (Employment) I 16.51
01262 - Personnel Assistant (Employment) II 18.47
01263 - Personnel Assistant (Employment) III 20.60
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 14.83
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 18.51
01410 - Supply Technician 23.99
01420 - Survey Worker 17.68
01460 - Switchboard Operator/Receptionist 14.39
01531 - Travel Clerk I 12.31
01532 - Travel Clerk II 13.20
01533 - Travel Clerk III 14.14
01611 - Word Processor I 14.39
01612 - Word Processor II 16.16
01613 - Word Processor III 18.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.55
05010 - Automotive Electrician 19.42
05040 - Automotive Glass Installer 18.44
05070 - Automotive Worker 18.44
05110 - Mobile Equipment Servicer 16.49
05130 - Motor Equipment Metal Mechanic 20.37
05160 - Motor Equipment Metal Worker 18.44
05190 - Motor Vehicle Mechanic 20.37
05220 - Motor Vehicle Mechanic Helper 15.44
05250 - Motor Vehicle Upholstery Worker 17.47
05280 - Motor Vehicle Wrecker 18.44
05310 - Painter Automotive 19.42
05340 - Radiator Repair Specialist 18.44
05370 - Tire Repairer 15.98
05400 - Transmission Repair Specialist 20.37
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 15.05
07042 - Cook II 16.83
07070 - Dishwasher 9.37
07130 - Food Service Worker 10.04
07210 - Meat Cutter 15.52
07260 - Waiter/Waitress 10.67
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.77

09040 - Furniture Handler 15.71
09080 - Furniture Refinisher 20.77
09090 - Furniture Refinisher Helper 17.32
09110 - Furniture Repairer Minor 19.04
09130 - Upholsterer 21.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.50
11060 - Elevator Operator 13.05
11090 - Gardener 18.85
11122 - Housekeeping Aide 13.05
11150 - Janitor 13.05
11210 - Laborer Grounds Maintenance 15.41
11240 - Maid or Houseman 11.43
11260 - Pruner 14.31
11270 - Tractor Operator 17.65
11330 - Trail Maintenance Worker 15.41
11360 - Window Cleaner 14.05
12000 - Health Occupations
12010 - Ambulance Driver 20.10
12011 - Breath Alcohol Technician 20.38
12012 - Certified Occupational Therapist Assistant 29.16
12015 - Certified Physical Therapist Assistant 24.43
12020 - Dental Assistant 18.77
12025 - Dental Hygienist 36.64
12030 - EKG Technician 30.88
12035 - Electroneurodiagnostic Technologist 30.88
12040 - Emergency Medical Technician 20.10
12071 - Licensed Practical Nurse I 18.21
12072 - Licensed Practical Nurse II 20.38
12073 - Licensed Practical Nurse III 22.72
12100 - Medical Assistant 16.09
12130 - Medical Laboratory Technician 24.58
12160 - Medical Record Clerk 18.38
12190 - Medical Record Technician 20.49
12195 - Medical Transcriptionist 18.21
12210 - Nuclear Medicine Technologist 44.79
12221 - Nursing Assistant I 11.23
12222 - Nursing Assistant II 12.63
12223 - Nursing Assistant III 13.79
12224 - Nursing Assistant IV 15.48
12235 - Optical Dispenser 22.25
12236 - Optical Technician 18.21
12250 - Pharmacy Technician 16.04
12280 - Phlebotomist 18.21
12305 - Radiologic Technologist 28.29
12311 - Registered Nurse I 23.44
12312 - Registered Nurse II 28.66
12313 - Registered Nurse II Specialist 28.66
12314 - Registered Nurse III 34.68
12315 - Registered Nurse III Anesthetist 34.68

12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		25.25
12320 - Substance Abuse Treatment Counselor		22.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.94
13012 - Exhibits Specialist II		25.94
13013 - Exhibits Specialist III		31.74
13041 - Illustrator I		20.53
13042 - Illustrator II		25.44
13043 - Illustrator III		31.13
13047 - Librarian		28.17
13050 - Library Aide/Clerk		11.94
13054 - Library Information Technology Systems Administrator		25.44
13058 - Library Technician		17.37
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.90
13071 - Photographer I		18.73
13072 - Photographer II		20.94
13073 - Photographer III		25.94
13074 - Photographer IV		31.74
13075 - Photographer V		38.40
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.51
14042 - Computer Operator II		18.48
14043 - Computer Operator III		20.60
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.35
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.51
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		27.95
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		26.70
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.34

15086 - Maintenance Test Pilot Rotary Wing 38.34
15088 - Non-Maintenance Test/Co-Pilot 38.34
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.81
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.70
16220 - Tailor 15.50
16250 - Washer Machine 11.75
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.23
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 15.53
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.82
23019 - Aircraft Logs and Records Technician 22.80
23021 - Aircraft Mechanic I 26.57
23022 - Aircraft Mechanic II 27.82
23023 - Aircraft Mechanic III 29.10
23040 - Aircraft Mechanic Helper 20.17
23050 - Aircraft Painter 25.33
23060 - Aircraft Servicer 22.80
23070 - Aircraft Survival Flight Equipment Technician 25.33
23080 - Aircraft Worker 24.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.57
23110 - Appliance Mechanic 23.23

23120 - Bicycle Repairer 19.34
23125 - Cable Splicer 28.34
23130 - Carpenter Maintenance 21.92
23140 - Carpet Layer 22.06
23160 - Electrician Maintenance 25.72
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.55
23183 - Electronics Technician Maintenance III 27.85
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 24.37
23312 - Fuel Distribution System Operator 19.73
23370 - General Maintenance Worker 19.29
23380 - Ground Support Equipment Mechanic 26.57
23381 - Ground Support Equipment Servicer 22.80
23382 - Ground Support Equipment Worker 24.06
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.06
23393 - Gunsmith III 24.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.09
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 22.83
23460 - Instrument Mechanic 24.37
23465 - Laboratory/Shelter Mechanic 23.23
23470 - Laborer 14.89
23510 - Locksmith 23.23
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 22.57
23580 - Maintenance Trades Helper 18.06
23591 - Metrology Technician I 24.37
23592 - Metrology Technician II 25.50
23593 - Metrology Technician III 26.68
23640 - Millwright 26.95
23710 - Office Appliance Repairer 23.23
23760 - Painter Maintenance 22.68
23790 - Pipefitter Maintenance 25.75
23810 - Plumber Maintenance 24.23
23820 - Pneudraulic Systems Mechanic 24.37
23850 - Rigger 24.37
23870 - Scale Mechanic 22.06
23890 - Sheet-Metal Worker Maintenance 24.37
23910 - Small Engine Mechanic 22.06
23931 - Telecommunications Mechanic I 27.01
23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 25.83
23960 - Welder Combination Maintenance 21.41

23965 - Well Driller		24.37
23970 - Woodcraft Worker		24.37
23980 - Woodworker		19.73
24000 - Personal Needs Occupations		
24550 - Case Manager		17.23
24570 - Child Care Attendant		12.34
24580 - Child Care Center Clerk		16.23
24610 - Chore Aide		11.14
24620 - Family Readiness And Support Services Coordinator		17.23
24630 - Homemaker		17.23
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.37
25040 - Sewage Plant Operator		24.58
25070 - Stationary Engineer		24.37
25190 - Ventilation Equipment Tender		18.50
25210 - Water Treatment Plant Operator		24.58
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.42
27007 - Baggage Inspector		13.89
27008 - Corrections Officer		24.75
27010 - Court Security Officer		24.75
27030 - Detection Dog Handler		16.29
27040 - Detention Officer		24.75
27070 - Firefighter		27.65
27101 - Guard I		13.89
27102 - Guard II		16.29
27131 - Police Officer I		29.33
27132 - Police Officer II		32.59
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.14
28042 - Carnival Equipment Repairer		12.95
28043 - Carnival Worker		9.88
28210 - Gate Attendant/Gate Tender		16.05
28310 - Lifeguard		14.30
28350 - Park Attendant (Aide)		17.96
28510 - Recreation Aide/Health Facility Attendant		13.10
28515 - Recreation Specialist		20.24
28630 - Sports Official		14.30
28690 - Swimming Pool Operator		22.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.06
29020 - Hatch Tender		22.06
29030 - Line Handler		22.06
29041 - Stevedore I		20.91
29042 - Stevedore II		23.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.32
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.80
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.62

30021 - Archeological Technician I		17.08
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		23.68
30030 - Cartographic Technician		23.68
30040 - Civil Engineering Technician		23.68
30051 - Cryogenic Technician I		26.22
30052 - Cryogenic Technician II		28.96
30061 - Drafter/CAD Operator I		17.08
30062 - Drafter/CAD Operator II		19.11
30063 - Drafter/CAD Operator III		21.31
30064 - Drafter/CAD Operator IV		26.22
30081 - Engineering Technician I		15.21
30082 - Engineering Technician II		17.08
30083 - Engineering Technician III		19.11
30084 - Engineering Technician IV		23.68
30085 - Engineering Technician V		28.96
30086 - Engineering Technician VI		35.04
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		23.68
30210 - Laboratory Technician		21.31
30221 - Latent Fingerprint Technician I		26.22
30222 - Latent Fingerprint Technician II		28.96
30240 - Mathematical Technician		23.68
30361 - Paralegal/Legal Assistant I		18.82
30362 - Paralegal/Legal Assistant II		23.32
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30375 - Petroleum Supply Specialist		28.96
30390 - Photo-Optics Technician		23.68
30395 - Radiation Control Technician		28.96
30461 - Technical Writer I		23.61
30462 - Technical Writer II		28.86
30463 - Technical Writer III		34.95
30491 - Unexploded Ordnance (UXO) Technician I		25.62
30492 - Unexploded Ordnance (UXO) Technician II		31.00
30493 - Unexploded Ordnance (UXO) Technician III		37.16
30494 - Unexploded (UXO) Safety Escort		25.62
30495 - Unexploded (UXO) Sweep Personnel		25.62
30501 - Weather Forecaster I		26.22
30502 - Weather Forecaster II		31.90
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.31
30621 - Weather Observer Senior	(see 2)	23.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		13.72
31030 - Bus Driver		18.40
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		12.73
31290 - Shuttle Bus Driver		15.49

31310 - Taxi Driver	14.50
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	20.41
31364 - Truckdriver Tractor-Trailer	20.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	12.66
99095 - Embalmer	29.93
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	16.78
99252 - Laboratory Animal Caretaker II	17.78
99260 - Marketing Analyst	28.52
99310 - Mortician	29.93
99410 - Pest Controller	21.85
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.66
99810 - Sales Clerk	13.15
99820 - School Crossing Guard	13.61
99830 - Survey Party Chief	20.86
99831 - Surveying Aide	14.29
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	23.06
99842 - Vending Machine Repairer Helper	19.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4232
Revision No.: 12
Date Of Last Revision: 07/30/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lebanon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		23.99
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.75
01043 - Customer Service Representative III		14.99
01051 - Data Entry Operator I		13.25
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		19.90
01070 - Document Preparation Clerk		14.45

01090 - Duplicating Machine Operator 14.45
01111 - General Clerk I 13.68
01112 - General Clerk II 14.92
01113 - General Clerk III 16.75
01120 - Housing Referral Assistant 20.23
01141 - Messenger Courier 11.78
01191 - Order Clerk I 13.41
01192 - Order Clerk II 15.99
01261 - Personnel Assistant (Employment) I 16.51
01262 - Personnel Assistant (Employment) II 18.47
01263 - Personnel Assistant (Employment) III 20.60
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 14.83
01300 - Scheduler Maintenance 16.22
01311 - Secretary I 16.22
01312 - Secretary II 18.15
01313 - Secretary III 20.23
01320 - Service Order Dispatcher 18.51
01410 - Supply Technician 23.99
01420 - Survey Worker 17.68
01460 - Switchboard Operator/Receptionist 14.39
01531 - Travel Clerk I 12.31
01532 - Travel Clerk II 13.20
01533 - Travel Clerk III 14.14
01611 - Word Processor I 14.39
01612 - Word Processor II 16.16
01613 - Word Processor III 18.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.55
05010 - Automotive Electrician 19.42
05040 - Automotive Glass Installer 18.44
05070 - Automotive Worker 18.44
05110 - Mobile Equipment Servicer 16.49
05130 - Motor Equipment Metal Mechanic 20.37
05160 - Motor Equipment Metal Worker 18.44
05190 - Motor Vehicle Mechanic 20.37
05220 - Motor Vehicle Mechanic Helper 15.44
05250 - Motor Vehicle Upholstery Worker 17.47
05280 - Motor Vehicle Wrecker 18.44
05310 - Painter Automotive 19.42
05340 - Radiator Repair Specialist 18.44
05370 - Tire Repairer 15.98
05400 - Transmission Repair Specialist 20.37
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 15.05
07042 - Cook II 16.83
07070 - Dishwasher 9.37
07130 - Food Service Worker 10.04
07210 - Meat Cutter 15.52

07260 - Waiter/Waitress	10.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77
09040 - Furniture Handler	15.71
09080 - Furniture Refinisher	20.77
09090 - Furniture Refinisher Helper	17.32
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.50
11060 - Elevator Operator	13.05
11090 - Gardener	18.85
11122 - Housekeeping Aide	13.05
11150 - Janitor	13.05
11210 - Laborer Grounds Maintenance	15.41
11240 - Maid or Houseman	11.43
11260 - Pruner	14.31
11270 - Tractor Operator	17.65
11330 - Trail Maintenance Worker	15.41
11360 - Window Cleaner	14.05
12000 - Health Occupations	
12010 - Ambulance Driver	20.10
12011 - Breath Alcohol Technician	20.38
12012 - Certified Occupational Therapist Assistant	29.16
12015 - Certified Physical Therapist Assistant	24.43
12020 - Dental Assistant	18.77
12025 - Dental Hygienist	36.64
12030 - EKG Technician	30.88
12035 - Electroneurodiagnostic Technologist	30.88
12040 - Emergency Medical Technician	20.10
12071 - Licensed Practical Nurse I	18.21
12072 - Licensed Practical Nurse II	20.38
12073 - Licensed Practical Nurse III	22.72
12100 - Medical Assistant	16.09
12130 - Medical Laboratory Technician	24.58
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	20.49
12195 - Medical Transcriptionist	18.21
12210 - Nuclear Medicine Technologist	44.79
12221 - Nursing Assistant I	11.23
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.48
12235 - Optical Dispenser	22.25
12236 - Optical Technician	18.21
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	18.21
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.66

12313 - Registered Nurse II Specialist		28.66
12314 - Registered Nurse III		34.68
12315 - Registered Nurse III Anesthetist		34.68
12316 - Registered Nurse IV		41.57
12317 - Scheduler (Drug and Alcohol Testing)		25.25
12320 - Substance Abuse Treatment Counselor		22.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.94
13012 - Exhibits Specialist II		25.94
13013 - Exhibits Specialist III		31.74
13041 - Illustrator I		20.53
13042 - Illustrator II		25.44
13043 - Illustrator III		31.13
13047 - Librarian		28.17
13050 - Library Aide/Clerk		11.94
13054 - Library Information Technology Systems Administrator		25.44
13058 - Library Technician		17.37
13061 - Media Specialist I		18.35
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.90
13071 - Photographer I		18.73
13072 - Photographer II		20.94
13073 - Photographer III		25.94
13074 - Photographer IV		31.74
13075 - Photographer V		38.40
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.51
14042 - Computer Operator II		18.48
14043 - Computer Operator III		20.60
14044 - Computer Operator IV		22.89
14045 - Computer Operator V		25.35
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.51
14160 - Personal Computer Support Technician		22.89
14170 - System Support Specialist		25.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.57
15020 - Aircrew Training Devices Instructor (Rated)		34.57
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		28.57
15060 - Educational Technologist		27.95

15070 - Flight Instructor (Pilot) 41.43
15080 - Graphic Artist 26.70
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.34
15086 - Maintenance Test Pilot Rotary Wing 38.34
15088 - Non-Maintenance Test/Co-Pilot 38.34
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.81
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.70
16220 - Tailor 15.50
16250 - Washer Machine 11.75
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.23
19040 - Tool And Die Maker 27.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.36
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 15.53
21071 - Order Filler 13.96
21080 - Production Line Worker (Food Processing) 16.36
21110 - Shipping Packer 19.24
21130 - Shipping/Receiving Clerk 19.24
21140 - Store Worker I 14.44
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 16.36
21410 - Warehouse Specialist 16.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.82
23019 - Aircraft Logs and Records Technician 22.80
23021 - Aircraft Mechanic I 26.57
23022 - Aircraft Mechanic II 27.82
23023 - Aircraft Mechanic III 29.10
23040 - Aircraft Mechanic Helper 20.17
23050 - Aircraft Painter 25.33
23060 - Aircraft Servicer 22.80
23070 - Aircraft Survival Flight Equipment Technician 25.33
23080 - Aircraft Worker 24.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.57
23110 - Appliance Mechanic 23.23
23120 - Bicycle Repairer 19.34
23125 - Cable Splicer 28.34
23130 - Carpenter Maintenance 21.92
23140 - Carpet Layer 22.06
23160 - Electrician Maintenance 25.72
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.55
23183 - Electronics Technician Maintenance III 27.85
23260 - Fabric Worker 20.91
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 19.73
23311 - Fuel Distribution System Mechanic 24.37
23312 - Fuel Distribution System Operator 19.73
23370 - General Maintenance Worker 19.29
23380 - Ground Support Equipment Mechanic 26.57
23381 - Ground Support Equipment Servicer 22.80
23382 - Ground Support Equipment Worker 24.06
23391 - Gunsmith I 19.73
23392 - Gunsmith II 22.06
23393 - Gunsmith III 24.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.09
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 22.83
23460 - Instrument Mechanic 24.37
23465 - Laboratory/Shelter Mechanic 23.23
23470 - Laborer 14.89
23510 - Locksmith 23.23
23530 - Machinery Maintenance Mechanic 22.72
23550 - Machinist Maintenance 22.57
23580 - Maintenance Trades Helper 18.06
23591 - Metrology Technician I 24.37
23592 - Metrology Technician II 25.50
23593 - Metrology Technician III 26.68
23640 - Millwright 26.95
23710 - Office Appliance Repairer 23.23
23760 - Painter Maintenance 22.68
23790 - Pipefitter Maintenance 25.75
23810 - Plumber Maintenance 24.23
23820 - Pneudraulic Systems Mechanic 24.37
23850 - Rigger 24.37
23870 - Scale Mechanic 22.06
23890 - Sheet-Metal Worker Maintenance 24.37
23910 - Small Engine Mechanic 22.06
23931 - Telecommunications Mechanic I 27.01

23932 - Telecommunications Mechanic II 28.28
23950 - Telephone Lineman 25.83
23960 - Welder Combination Maintenance 21.41
23965 - Well Driller 24.37
23970 - Woodcraft Worker 24.37
23980 - Woodworker 19.73
24000 - Personal Needs Occupations
24550 - Case Manager 17.23
24570 - Child Care Attendant 12.34
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.14
24620 - Family Readiness And Support Services Coordinator 17.23
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.37
25040 - Sewage Plant Operator 24.58
25070 - Stationary Engineer 24.37
25190 - Ventilation Equipment Tender 18.50
25210 - Water Treatment Plant Operator 24.58
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.42
27007 - Baggage Inspector 13.89
27008 - Corrections Officer 24.75
27010 - Court Security Officer 24.75
27030 - Detection Dog Handler 16.29
27040 - Detention Officer 24.75
27070 - Firefighter 27.65
27101 - Guard I 13.89
27102 - Guard II 16.29
27131 - Police Officer I 29.33
27132 - Police Officer II 32.59
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.14
28042 - Carnival Equipment Repairer 12.95
28043 - Carnival Worker 9.88
28210 - Gate Attendant/Gate Tender 16.05
28310 - Lifeguard 14.30
28350 - Park Attendant (Aide) 17.96
28510 - Recreation Aide/Health Facility Attendant 13.10
28515 - Recreation Specialist 20.24
28630 - Sports Official 14.30
28690 - Swimming Pool Operator 22.14
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.06
29020 - Hatch Tender 22.06
29030 - Line Handler 22.06
29041 - Stevedore I 20.91
29042 - Stevedore II 23.23
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.62
30021 - Archeological Technician I 17.08
30022 - Archeological Technician II 19.39
30023 - Archeological Technician III 23.68
30030 - Cartographic Technician 23.68
30040 - Civil Engineering Technician 23.68
30051 - Cryogenic Technician I 26.22
30052 - Cryogenic Technician II 28.96
30061 - Drafter/CAD Operator I 17.08
30062 - Drafter/CAD Operator II 19.11
30063 - Drafter/CAD Operator III 21.31
30064 - Drafter/CAD Operator IV 26.22
30081 - Engineering Technician I 15.21
30082 - Engineering Technician II 17.08
30083 - Engineering Technician III 19.11
30084 - Engineering Technician IV 23.68
30085 - Engineering Technician V 28.96
30086 - Engineering Technician VI 35.04
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 23.68
30210 - Laboratory Technician 21.31
30221 - Latent Fingerprint Technician I 26.22
30222 - Latent Fingerprint Technician II 28.96
30240 - Mathematical Technician 23.68
30361 - Paralegal/Legal Assistant I 18.82
30362 - Paralegal/Legal Assistant II 23.32
30363 - Paralegal/Legal Assistant III 28.53
30364 - Paralegal/Legal Assistant IV 34.52
30375 - Petroleum Supply Specialist 28.96
30390 - Photo-Optics Technician 23.68
30395 - Radiation Control Technician 28.96
30461 - Technical Writer I 23.61
30462 - Technical Writer II 28.86
30463 - Technical Writer III 34.95
30491 - Unexploded Ordnance (UXO) Technician I 25.62
30492 - Unexploded Ordnance (UXO) Technician II 31.00
30493 - Unexploded Ordnance (UXO) Technician III 37.16
30494 - Unexploded (UXO) Safety Escort 25.62
30495 - Unexploded (UXO) Sweep Personnel 25.62
30501 - Weather Forecaster I 26.22
30502 - Weather Forecaster II 31.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.31
30621 - Weather Observer Senior (see 2) 23.68
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.00
31020 - Bus Aide 13.72
31030 - Bus Driver 18.40

31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	12.73
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	14.50
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	20.41
31364 - Truckdriver Tractor-Trailer	20.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.11
99030 - Cashier	10.19
99050 - Desk Clerk	12.66
99095 - Embalmer	29.93
99130 - Flight Follower	25.62
99251 - Laboratory Animal Caretaker I	16.78
99252 - Laboratory Animal Caretaker II	17.78
99260 - Marketing Analyst	28.52
99310 - Mortician	29.93
99410 - Pest Controller	21.85
99510 - Photofinishing Worker	13.46
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.66
99810 - Sales Clerk	13.15
99820 - School Crossing Guard	13.61
99830 - Survey Party Chief	20.86
99831 - Surveying Aide	14.29
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	23.06
99842 - Vending Machine Repairer Helper	19.31

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4233
Revision No.: 18
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Delaware Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		32.88
01035 - Court Reporter		26.32
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		16.23
01052 - Data Entry Operator II		17.71
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		15.38
01112 - General Clerk II		16.78

01113 - General Clerk III 18.85
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 14.37
01191 - Order Clerk I 15.61
01192 - Order Clerk II 17.03
01261 - Personnel Assistant (Employment) I 17.08
01262 - Personnel Assistant (Employment) II 19.12
01263 - Personnel Assistant (Employment) III 21.31
01270 - Production Control Clerk 25.02
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 17.55
01410 - Supply Technician 32.88
01420 - Survey Worker 18.11
01460 - Switchboard Operator/Receptionist 15.77
01531 - Travel Clerk I 17.17
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 19.39
01611 - Word Processor I 15.94
01612 - Word Processor II 17.89
01613 - Word Processor III 20.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 24.93
05010 - Automotive Electrician 22.03
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.11
05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.83
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 14.89
05400 - Transmission Repair Specialist 23.49
07000 - Food Preparation And Service Occupations
07010 - Baker 14.24
07041 - Cook I 17.11
07042 - Cook II 18.84
07070 - Dishwasher 11.41
07130 - Food Service Worker 11.88
07210 - Meat Cutter 21.72
07260 - Waiter/Waitress 11.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.52

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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.81
11060 - Elevator Operator 14.42
11090 - Gardener 20.11
11122 - Housekeeping Aide 14.42
11150 - Janitor 14.42
11210 - Laborer Grounds Maintenance 16.44
11240 - Maid or Houseman 13.48
11260 - Pruner 15.18
11270 - Tractor Operator 18.94
11330 - Trail Maintenance Worker 16.44
11360 - Window Cleaner 15.62
12000 - Health Occupations
12010 - Ambulance Driver 19.23
12011 - Breath Alcohol Technician 25.00
12012 - Certified Occupational Therapist Assistant 29.44
12015 - Certified Physical Therapist Assistant 29.87
12020 - Dental Assistant 20.30
12025 - Dental Hygienist 40.58
12030 - EKG Technician 30.31
12035 - Electroneurodiagnostic Technologist 30.31
12040 - Emergency Medical Technician 19.23
12071 - Licensed Practical Nurse I 22.36
12072 - Licensed Practical Nurse II 25.00
12073 - Licensed Practical Nurse III 27.87
12100 - Medical Assistant 17.42
12130 - Medical Laboratory Technician 27.70
12160 - Medical Record Clerk 19.70
12190 - Medical Record Technician 23.51
12195 - Medical Transcriptionist 20.88
12210 - Nuclear Medicine Technologist 42.90
12221 - Nursing Assistant I 12.80
12222 - Nursing Assistant II 14.38
12223 - Nursing Assistant III 15.69
12224 - Nursing Assistant IV 17.62
12235 - Optical Dispenser 21.62
12236 - Optical Technician 18.26
12250 - Pharmacy Technician 16.15
12280 - Phlebotomist 18.63
12305 - Radiologic Technologist 33.08
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)		30.96
12320 - Substance Abuse Treatment Counselor		23.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		20.33
13061 - Media Specialist I		19.99
13062 - Media Specialist II		22.37
13063 - Media Specialist III		24.93
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		16.46
13110 - Video Teleconference Technician		23.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.35
14042 - Computer Operator II		22.77
14043 - Computer Operator III		25.37
14044 - Computer Operator IV		28.20
14045 - Computer Operator V		31.23
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.35
14160 - Personal Computer Support Technician		28.20
14170 - System Support Specialist		33.55
15000 - Instructional Occupations		
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		34.07
15070 - Flight Instructor (Pilot)		48.70
15080 - Graphic Artist		29.40
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Drycleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.48
16250 - Washer Machine 13.76
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.94
19040 - Tool And Die Maker 30.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.77
21030 - Material Coordinator 25.02
21040 - Material Expediter 25.02
21050 - Material Handling Laborer 14.91
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 20.77
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 17.10
21150 - Stock Clerk 21.29
21210 - Tools And Parts Attendant 20.77
21410 - Warehouse Specialist 20.77
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.35
23019 - Aircraft Logs and Records Technician 32.54
23021 - Aircraft Mechanic I 36.87
23022 - Aircraft Mechanic II 38.35
23023 - Aircraft Mechanic III 39.71
23040 - Aircraft Mechanic Helper 29.08
23050 - Aircraft Painter 35.51
23060 - Aircraft Servicer 32.54
23070 - Aircraft Survival Flight Equipment Technician 35.51
23080 - Aircraft Worker 34.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.87
23110 - Appliance Mechanic 22.18

23120 - Bicycle Repairer 17.74
23125 - Cable Splicer 41.54
23130 - Carpenter Maintenance 28.93
23140 - Carpet Layer 27.91
23160 - Electrician Maintenance 34.30
23181 - Electronics Technician Maintenance I 28.22
23182 - Electronics Technician Maintenance II 29.46
23183 - Electronics Technician Maintenance III 30.59
23260 - Fabric Worker 27.57
23290 - Fire Alarm System Mechanic 25.95
23310 - Fire Extinguisher Repairer 24.88
23311 - Fuel Distribution System Mechanic 29.96
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.92
23380 - Ground Support Equipment Mechanic 36.87
23381 - Ground Support Equipment Servicer 32.54
23382 - Ground Support Equipment Worker 34.01
23391 - Gunsmith I 24.88
23392 - Gunsmith II 27.40
23393 - Gunsmith III 29.70
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 29.19
23430 - Heavy Equipment Mechanic 28.20
23440 - Heavy Equipment Operator 30.61
23460 - Instrument Mechanic 33.77
23465 - Laboratory/Shelter Mechanic 28.60
23470 - Laborer 15.83
23510 - Locksmith 32.33
23530 - Machinery Maintenance Mechanic 29.09
23550 - Machinist Maintenance 27.78
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 33.77
23592 - Metrology Technician II 35.09
23593 - Metrology Technician III 36.20
23640 - Millwright 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 24.82
23790 - Pipefitter Maintenance 31.52
23810 - Plumber Maintenance 30.44
23820 - Pneudraulic Systems Mechanic 29.70
23850 - Rigger 28.78
23870 - Scale Mechanic 27.40
23890 - Sheet-Metal Worker Maintenance 32.29
23910 - Small Engine Mechanic 21.81
23931 - Telecommunications Mechanic I 28.70
23932 - Telecommunications Mechanic II 29.85
23950 - Telephone Lineman 40.40
23960 - Welder Combination Maintenance 24.14

23965 - Well Driller	29.52
23970 - Woodcraft Worker	29.70
23980 - Woodworker	24.88
24000 - Personal Needs Occupations	
24550 - Case Manager	17.66
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	12.72
24620 - Family Readiness And Support Services Coordinator	17.66
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.28
25040 - Sewage Plant Operator	28.06
25070 - Stationary Engineer	31.28
25190 - Ventilation Equipment Tender	24.67
25210 - Water Treatment Plant Operator	28.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.09
27007 - Baggage Inspector	15.06
27008 - Corrections Officer	24.59
27010 - Court Security Officer	29.54
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.59
27070 - Firefighter	34.48
27101 - Guard I	15.06
27102 - Guard II	18.81
27131 - Police Officer I	32.97
27132 - Police Officer II	36.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.11
28042 - Carnival Equipment Repairer	13.93
28043 - Carnival Worker	10.55
28210 - Gate Attendant/Gate Tender	17.99
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	20.13
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	24.93
28630 - Sports Official	16.03
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.59
29020 - Hatch Tender	28.59
29030 - Line Handler	28.59
29041 - Stevedore I	27.35
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.25

30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.75
30023 - Archeological Technician III		28.18
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		26.93
30051 - Cryogenic Technician I		28.62
30052 - Cryogenic Technician II		31.61
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.75
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		31.21
30081 - Engineering Technician I		18.23
30082 - Engineering Technician II		20.47
30083 - Engineering Technician III		23.23
30084 - Engineering Technician IV		28.83
30085 - Engineering Technician V		35.18
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		26.00
30095 - Evidence Control Specialist		25.84
30210 - Laboratory Technician		28.46
30221 - Latent Fingerprint Technician I		27.28
30222 - Latent Fingerprint Technician II		30.14
30240 - Mathematical Technician		31.00
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		31.61
30390 - Photo-Optics Technician		28.18
30395 - Radiation Control Technician		31.61
30461 - Technical Writer I		27.52
30462 - Technical Writer II		33.68
30463 - Technical Writer III		40.74
30491 - Unexploded Ordnance (UXO) Technician I		27.83
30492 - Unexploded Ordnance (UXO) Technician II		33.67
30493 - Unexploded Ordnance (UXO) Technician III		40.36
30494 - Unexploded (UXO) Safety Escort		27.83
30495 - Unexploded (UXO) Sweep Personnel		27.83
30501 - Weather Forecaster I		30.11
30502 - Weather Forecaster II		34.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.67
31020 - Bus Aide		17.23
31030 - Bus Driver		22.21
31043 - Driver Courier		18.13
31260 - Parking and Lot Attendant		12.24
31290 - Shuttle Bus Driver		19.00

31310 - Taxi Driver	15.48
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	24.36
31364 - Truckdriver Tractor-Trailer	24.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.80
99050 - Desk Clerk	13.24
99095 - Embalmer	34.20
99130 - Flight Follower	27.83
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	35.04
99310 - Mortician	34.20
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	22.00
99711 - Recycling Specialist	25.27
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.57
99820 - School Crossing Guard	14.17
99830 - Survey Party Chief	27.04
99831 - Surveying Aide	16.04
99832 - Surveying Technician	23.70
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.40

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4234
Revision No.: 16
Date Of Last Revision: 04/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Delaware Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.45
01020 - Administrative Assistant		31.60
01035 - Court Reporter		26.32
01041 - Customer Service Representative I		14.69
01042 - Customer Service Representative II		16.52
01043 - Customer Service Representative III		18.03
01051 - Data Entry Operator I		16.23
01052 - Data Entry Operator II		17.71
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		16.69

01090 - Duplicating Machine Operator	16.69
01111 - General Clerk I	14.98
01112 - General Clerk II	16.35
01113 - General Clerk III	18.35
01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	14.37
01191 - Order Clerk I	14.81
01192 - Order Clerk II	16.12
01261 - Personnel Assistant (Employment) I	17.08
01262 - Personnel Assistant (Employment) II	19.12
01263 - Personnel Assistant (Employment) III	21.31
01270 - Production Control Clerk	25.02
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	17.55
01410 - Supply Technician	31.60
01420 - Survey Worker	17.95
01460 - Switchboard Operator/Receptionist	15.15
01531 - Travel Clerk I	16.74
01532 - Travel Clerk II	17.70
01533 - Travel Clerk III	18.90
01611 - Word Processor I	15.94
01612 - Word Processor II	17.89
01613 - Word Processor III	20.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.75
05010 - Automotive Electrician	22.03
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.83
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	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	16.15
07042 - Cook II	17.78
07070 - Dishwasher	10.73
07130 - Food Service Worker	11.55
07210 - Meat Cutter	21.05

07260 - Waiter/Waitress	11.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.09
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	14.17
11090 - Gardener	19.85
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	16.22
11240 - Maid or Houseman	13.13
11260 - Pruner	14.97
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	16.22
11360 - Window Cleaner	15.35
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	24.61
12012 - Certified Occupational Therapist Assistant	29.26
12015 - Certified Physical Therapist Assistant	28.55
12020 - Dental Assistant	20.20
12025 - Dental Hygienist	40.58
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.61
12073 - Licensed Practical Nurse III	27.42
12100 - Medical Assistant	16.93
12130 - Medical Laboratory Technician	27.68
12160 - Medical Record Clerk	19.10
12190 - Medical Record Technician	23.51
12195 - Medical Transcriptionist	20.88
12210 - Nuclear Medicine Technologist	42.90
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	21.62
12236 - Optical Technician	18.26
12250 - Pharmacy Technician	16.15
12280 - Phlebotomist	17.51
12305 - Radiologic Technologist	33.08
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)		30.48
12320 - Substance Abuse Treatment Counselor		22.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		28.77
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		22.94
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		31.00
13050 - Library Aide/Clerk		16.83
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		20.33
13061 - Media Specialist I		19.99
13062 - Media Specialist II		22.37
13063 - Media Specialist III		24.93
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		16.46
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		31.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		34.07

15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 29.40
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.70
15086 - Maintenance Test Pilot Rotary Wing 47.70
15088 - Non-Maintenance Test/Co-Pilot 47.70
15090 - Technical Instructor 27.19
15095 - Technical Instructor/Course Developer 33.25
15110 - Test Proctor 21.94
15120 - Tutor 21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.94
19040 - Tool And Die Maker 30.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.77
21030 - Material Coordinator 25.02
21040 - Material Expediter 25.02
21050 - Material Handling Laborer 14.56
21071 - Order Filler 15.27
21080 - Production Line Worker (Food Processing) 20.77
21110 - Shipping Packer 16.83
21130 - Shipping/Receiving Clerk 16.83
21140 - Store Worker I 17.10
21150 - Stock Clerk 21.08
21210 - Tools And Parts Attendant 20.77
21410 - Warehouse Specialist 20.77
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.41
23019 - Aircraft Logs and Records Technician 30.04
23021 - Aircraft Mechanic I 34.04
23022 - Aircraft Mechanic II 35.41
23023 - Aircraft Mechanic III 36.66
23040 - Aircraft Mechanic Helper 26.84
23050 - Aircraft Painter 32.78
23060 - Aircraft Servicer 30.04
23070 - Aircraft Survival Flight Equipment Technician 32.78
23080 - Aircraft Worker 31.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.40

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.04
23110 - Appliance Mechanic 21.95
23120 - Bicycle Repairer 16.13
23125 - Cable Splicer 41.35
23130 - Carpenter Maintenance 28.93
23140 - Carpet Layer 27.91
23160 - Electrician Maintenance 33.75
23181 - Electronics Technician Maintenance I 27.10
23182 - Electronics Technician Maintenance II 28.29
23183 - Electronics Technician Maintenance III 29.38
23260 - Fabric Worker 27.57
23290 - Fire Alarm System Mechanic 25.46
23310 - Fire Extinguisher Repairer 24.73
23311 - Fuel Distribution System Mechanic 29.96
23312 - Fuel Distribution System Operator 25.62
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 34.04
23381 - Ground Support Equipment Servicer 30.04
23382 - Ground Support Equipment Worker 31.40
23391 - Gunsmith I 24.73
23392 - Gunsmith II 27.24
23393 - Gunsmith III 29.52
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.37
23430 - Heavy Equipment Mechanic 28.20
23440 - Heavy Equipment Operator 30.61
23460 - Instrument Mechanic 33.77
23465 - Laboratory/Shelter Mechanic 28.43
23470 - Laborer 15.83
23510 - Locksmith 30.01
23530 - Machinery Maintenance Mechanic 27.65
23550 - Machinist Maintenance 25.25
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 33.77
23592 - Metrology Technician II 35.09
23593 - Metrology Technician III 36.20
23640 - Millwright 29.50
23710 - Office Appliance Repairer 23.06
23760 - Painter Maintenance 24.82
23790 - Pipefitter Maintenance 31.52
23810 - Plumber Maintenance 30.44
23820 - Pneudraulic Systems Mechanic 29.52
23850 - Rigger 28.78
23870 - Scale Mechanic 27.24
23890 - Sheet-Metal Worker Maintenance 32.29
23910 - Small Engine Mechanic 21.81
23931 - Telecommunications Mechanic I 27.00

23932 - Telecommunications Mechanic II 28.08
23950 - Telephone Lineman 37.73
23960 - Welder Combination Maintenance 24.14
23965 - Well Driller 29.52
23970 - Woodcraft Worker 29.52
23980 - Woodworker 24.73
24000 - Personal Needs Occupations
24550 - Case Manager 16.98
24570 - Child Care Attendant 12.00
24580 - Child Care Center Clerk 14.96
24610 - Chore Aide 12.05
24620 - Family Readiness And Support Services Coordinator 16.98
24630 - Homemaker 16.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.78
25040 - Sewage Plant Operator 27.53
25070 - Stationary Engineer 30.78
25190 - Ventilation Equipment Tender 24.27
25210 - Water Treatment Plant Operator 27.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.66
27007 - Baggage Inspector 14.50
27008 - Corrections Officer 24.29
27010 - Court Security Officer 28.03
27030 - Detection Dog Handler 18.81
27040 - Detention Officer 24.29
27070 - Firefighter 34.21
27101 - Guard I 14.50
27102 - Guard II 18.81
27131 - Police Officer I 31.91
27132 - Police Officer II 35.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.92
28042 - Carnival Equipment Repairer 12.66
28043 - Carnival Worker 9.59
28210 - Gate Attendant/Gate Tender 17.99
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 20.13
28510 - Recreation Aide/Health Facility Attendant 14.69
28515 - Recreation Specialist 24.93
28630 - Sports Official 16.03
28690 - Swimming Pool Operator 17.23
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.59
29020 - Hatch Tender 28.59
29030 - Line Handler 28.59
29041 - Stevedore I 27.35
29042 - Stevedore II 29.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.18
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 26.93
30051 - Cryogenic Technician I 27.73
30052 - Cryogenic Technician II 30.63
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 18.23
30082 - Engineering Technician II 20.47
30083 - Engineering Technician III 23.23
30084 - Engineering Technician IV 28.83
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 42.58
30090 - Environmental Technician 26.00
30095 - Evidence Control Specialist 25.04
30210 - Laboratory Technician 28.25
30221 - Latent Fingerprint Technician I 24.80
30222 - Latent Fingerprint Technician II 27.40
30240 - Mathematical Technician 28.18
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 30.63
30390 - Photo-Optics Technician 28.18
30395 - Radiation Control Technician 30.63
30461 - Technical Writer I 27.52
30462 - Technical Writer II 33.68
30463 - Technical Writer III 40.74
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 30.11
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.36
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 16.74
31030 - Bus Driver 21.08

31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	11.62
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.07
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	23.27
31364 - Truckdriver Tractor-Trailer	23.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	13.24
99095 - Embalmer	34.20
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.77
99252 - Laboratory Animal Caretaker II	14.63
99260 - Marketing Analyst	34.41
99310 - Mortician	34.20
99410 - Pest Controller	18.39
99510 - Photofinishing Worker	15.31
99710 - Recycling Laborer	22.00
99711 - Recycling Specialist	25.27
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	13.89
99830 - Survey Party Chief	26.73
99831 - Surveying Aide	15.86
99832 - Surveying Technician	23.43
99840 - Vending Machine Attendant	15.90
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4235
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette Washington Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.76
01035 - Court Reporter		19.56
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.52
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.61
01060 - Dispatcher Motor Vehicle		20.86
01070 - Document Preparation Clerk		16.76
01090 - Duplicating Machine Operator		16.76
01111 - General Clerk I		13.49

01112 - General Clerk II	14.73
01113 - General Clerk III	16.53
01120 - Housing Referral Assistant	21.24
01141 - Messenger Courier	13.92
01191 - Order Clerk I	16.41
01192 - Order Clerk II	17.91
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.18
01270 - Production Control Clerk	23.89
01290 - Rental Clerk	15.53
01300 - Scheduler Maintenance	17.03
01311 - Secretary I	17.03
01312 - Secretary II	19.05
01313 - Secretary III	21.24
01320 - Service Order Dispatcher	18.64
01410 - Supply Technician	26.76
01420 - Survey Worker	16.95
01460 - Switchboard Operator/Receptionist	13.10
01531 - Travel Clerk I	15.26
01532 - Travel Clerk II	16.38
01533 - Travel Clerk III	17.57
01611 - Word Processor I	13.97
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.14
05010 - Automotive Electrician	19.36
05040 - Automotive Glass Installer	18.34
05070 - Automotive Worker	18.34
05110 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	20.26
05160 - Motor Equipment Metal Worker	18.34
05190 - Motor Vehicle Mechanic	20.26
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.32
05280 - Motor Vehicle Wrecker	18.34
05310 - Painter Automotive	19.36
05340 - Radiator Repair Specialist	18.34
05370 - Tire Repairer	14.37
05400 - Transmission Repair Specialist	20.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.68
07041 - Cook I	13.87
07042 - Cook II	15.67
07070 - Dishwasher	10.39
07130 - Food Service Worker	11.13
07210 - Meat Cutter	16.01
07260 - Waiter/Waitress	11.14
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 17.62
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.27
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 19.92
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.06
11060 - Elevator Operator 13.72
11090 - Gardener 17.34
11122 - Housekeeping Aide 13.72
11150 - Janitor 13.72
11210 - Laborer Grounds Maintenance 14.07
11240 - Maid or Houseman 11.50
11260 - Pruner 13.01
11270 - Tractor Operator 16.20
11330 - Trail Maintenance Worker 14.07
11360 - Window Cleaner 14.84
12000 - Health Occupations
12010 - Ambulance Driver 17.53
12011 - Breath Alcohol Technician 19.65
12012 - Certified Occupational Therapist Assistant 25.84
12015 - Certified Physical Therapist Assistant 27.29
12020 - Dental Assistant 17.76
12025 - Dental Hygienist 31.86
12030 - EKG Technician 23.63
12035 - Electroneurodiagnostic Technologist 23.63
12040 - Emergency Medical Technician 17.53
12071 - Licensed Practical Nurse I 17.57
12072 - Licensed Practical Nurse II 19.65
12073 - Licensed Practical Nurse III 21.90
12100 - Medical Assistant 15.36
12130 - Medical Laboratory Technician 23.02
12160 - Medical Record Clerk 15.54
12190 - Medical Record Technician 19.40
12195 - Medical Transcriptionist 18.08
12210 - Nuclear Medicine Technologist 30.48
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.36
12224 - Nursing Assistant IV 16.12
12235 - Optical Dispenser 17.49
12236 - Optical Technician 16.06
12250 - Pharmacy Technician 14.25
12280 - Phlebotomist 16.73
12305 - Radiologic Technologist 24.04
12311 - Registered Nurse I 25.80
12312 - Registered Nurse II 31.55
12313 - Registered Nurse II Specialist 31.55
12314 - Registered Nurse III 38.17

12315 - Registered Nurse III Anesthetist		38.17
12316 - Registered Nurse IV		45.75
12317 - Scheduler (Drug and Alcohol Testing)		24.34
12320 - Substance Abuse Treatment Counselor		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.75
13047 - Librarian		25.93
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		23.28
13058 - Library Technician		16.06
13061 - Media Specialist I		16.89
13062 - Media Specialist II		18.90
13063 - Media Specialist III		21.07
13071 - Photographer I		14.91
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.29
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		12.96
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		28.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		28.12
15060 - Educational Technologist		31.06
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		25.83

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 23.50
15095 - Technical Instructor/Course Developer 28.74
15110 - Test Proctor 18.97
15120 - Tutor 18.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.35
19040 - Tool And Die Maker 22.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.33
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.33
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 15.46
21150 - Stock Clerk 19.61
21210 - Tools And Parts Attendant 20.33
21410 - Warehouse Specialist 20.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.80
23019 - Aircraft Logs and Records Technician 31.86
23021 - Aircraft Mechanic I 36.30
23022 - Aircraft Mechanic II 37.80
23023 - Aircraft Mechanic III 39.61
23040 - Aircraft Mechanic Helper 28.70
23050 - Aircraft Painter 35.57
23060 - Aircraft Servicer 31.86
23070 - Aircraft Survival Flight Equipment Technician 35.57
23080 - Aircraft Worker 33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.30

23110 - Appliance Mechanic 25.44
23120 - Bicycle Repairer 13.96
23125 - Cable Splicer 39.09
23130 - Carpenter Maintenance 29.80
23140 - Carpet Layer 21.70
23160 - Electrician Maintenance 32.52
23181 - Electronics Technician Maintenance I 26.67
23182 - Electronics Technician Maintenance II 28.14
23183 - Electronics Technician Maintenance III 29.46
23260 - Fabric Worker 24.96
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 23.38
23311 - Fuel Distribution System Mechanic 32.11
23312 - Fuel Distribution System Operator 25.72
23370 - General Maintenance Worker 18.77
23380 - Ground Support Equipment Mechanic 36.30
23381 - Ground Support Equipment Servicer 31.86
23382 - Ground Support Equipment Worker 33.67
23391 - Gunsmith I 23.38
23392 - Gunsmith II 26.43
23393 - Gunsmith III 29.19
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.41
23430 - Heavy Equipment Mechanic 26.18
23440 - Heavy Equipment Operator 26.43
23460 - Instrument Mechanic 28.68
23465 - Laboratory/Shelter Mechanic 27.89
23470 - Laborer 14.78
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 24.85
23550 - Machinist Maintenance 21.41
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 28.68
23592 - Metrology Technician II 29.71
23593 - Metrology Technician III 31.01
23640 - Millwright 27.32
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 22.89
23790 - Pipefitter Maintenance 29.62
23810 - Plumber Maintenance 28.02
23820 - Pneudraulic Systems Mechanic 29.19
23850 - Rigger 25.56
23870 - Scale Mechanic 26.43
23890 - Sheet-Metal Worker Maintenance 31.34
23910 - Small Engine Mechanic 17.11
23931 - Telecommunications Mechanic I 29.59
23932 - Telecommunications Mechanic II 30.64
23950 - Telephone Lineman 35.16

23960 - Welder Combination Maintenance		22.50
23965 - Well Driller		24.51
23970 - Woodcraft Worker		29.19
23980 - Woodworker		23.38
24000 - Personal Needs Occupations		
24550 - Case Manager		16.41
24570 - Child Care Attendant		11.02
24580 - Child Care Center Clerk		13.74
24610 - Chore Aide		11.63
24620 - Family Readiness And Support Services Coordinator		16.41
24630 - Homemaker		16.41
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.32
25040 - Sewage Plant Operator		27.64
25070 - Stationary Engineer		27.32
25190 - Ventilation Equipment Tender		20.45
25210 - Water Treatment Plant Operator		27.64
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.75
27007 - Baggage Inspector		12.73
27008 - Corrections Officer		29.29
27010 - Court Security Officer		28.84
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		29.29
27070 - Firefighter		28.39
27101 - Guard I		12.73
27102 - Guard II		14.84
27131 - Police Officer I		28.79
27132 - Police Officer II		32.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.56
28042 - Carnival Equipment Repairer		12.36
28043 - Carnival Worker		9.28
28210 - Gate Attendant/Gate Tender		13.83
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		15.47
28510 - Recreation Aide/Health Facility Attendant		11.29
28515 - Recreation Specialist		18.74
28630 - Sports Official		12.32
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.40
29020 - Hatch Tender		23.40
29030 - Line Handler		23.40
29041 - Stevedore I		22.11
29042 - Stevedore II		24.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.32

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.19
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 27.50
30051 - Cryogenic Technician I 26.59
30052 - Cryogenic Technician II 28.76
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 23.52
30095 - Evidence Control Specialist 23.52
30210 - Laboratory Technician 21.77
30221 - Latent Fingerprint Technician I 25.94
30222 - Latent Fingerprint Technician II 28.66
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.89
30375 - Petroleum Supply Specialist 28.76
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 28.66
30461 - Technical Writer I 23.84
30462 - Technical Writer II 29.16
30463 - Technical Writer III 35.28
30491 - Unexploded Ordnance (UXO) Technician I 26.10
30492 - Unexploded Ordnance (UXO) Technician II 31.58
30493 - Unexploded Ordnance (UXO) Technician III 37.85
30494 - Unexploded (UXO) Safety Escort 26.10
30495 - Unexploded (UXO) Sweep Personnel 26.10
30501 - Weather Forecaster I 26.60
30502 - Weather Forecaster II 31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.58
31020 - Bus Aide 19.42
31030 - Bus Driver 24.49
31043 - Driver Courier 14.05
31260 - Parking and Lot Attendant 11.16

31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	12.42
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	23.34
31364 - Truckdriver Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	9.89
99050 - Desk Clerk	11.21
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	14.83
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	29.87
99310 - Mortician	27.76
99410 - Pest Controller	17.92
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	19.71
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.07
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.71
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4236
Revision No.: 15
Date Of Last Revision: 05/11/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette Washington Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.76
01035 - Court Reporter		19.56
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.52
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.61
01060 - Dispatcher Motor Vehicle		20.86

01070 - Document Preparation Clerk 16.76
01090 - Duplicating Machine Operator 16.76
01111 - General Clerk I 13.49
01112 - General Clerk II 14.73
01113 - General Clerk III 16.53
01120 - Housing Referral Assistant 21.24
01141 - Messenger Courier 13.92
01191 - Order Clerk I 16.41
01192 - Order Clerk II 17.91
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 23.89
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 17.03
01311 - Secretary I 17.03
01312 - Secretary II 19.05
01313 - Secretary III 21.24
01320 - Service Order Dispatcher 18.64
01410 - Supply Technician 26.76
01420 - Survey Worker 16.95
01460 - Switchboard Operator/Receptionist 13.10
01531 - Travel Clerk I 15.26
01532 - Travel Clerk II 16.38
01533 - Travel Clerk III 17.57
01611 - Word Processor I 13.97
01612 - Word Processor II 15.68
01613 - Word Processor III 17.54
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.14
05010 - Automotive Electrician 19.36
05040 - Automotive Glass Installer 18.34
05070 - Automotive Worker 18.34
05110 - Mobile Equipment Servicer 16.23
05130 - Motor Equipment Metal Mechanic 20.26
05160 - Motor Equipment Metal Worker 18.34
05190 - Motor Vehicle Mechanic 20.26
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 17.32
05280 - Motor Vehicle Wrecker 18.34
05310 - Painter Automotive 19.36
05340 - Radiator Repair Specialist 18.34
05370 - Tire Repairer 14.37
05400 - Transmission Repair Specialist 20.26
07000 - Food Preparation And Service Occupations
07010 - Baker 12.68
07041 - Cook I 13.87
07042 - Cook II 15.67
07070 - Dishwasher 10.39
07130 - Food Service Worker 11.13

07210 - Meat Cutter 16.01
07260 - Waiter/Waitress 11.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.62
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.27
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 19.92
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.06
11060 - Elevator Operator 13.72
11090 - Gardener 17.34
11122 - Housekeeping Aide 13.72
11150 - Janitor 13.72
11210 - Laborer Grounds Maintenance 14.07
11240 - Maid or Houseman 11.50
11260 - Pruner 13.01
11270 - Tractor Operator 16.20
11330 - Trail Maintenance Worker 14.07
11360 - Window Cleaner 14.84
12000 - Health Occupations
12010 - Ambulance Driver 17.53
12011 - Breath Alcohol Technician 19.65
12012 - Certified Occupational Therapist Assistant 25.84
12015 - Certified Physical Therapist Assistant 27.29
12020 - Dental Assistant 17.76
12025 - Dental Hygienist 31.86
12030 - EKG Technician 23.63
12035 - Electroneurodiagnostic Technologist 23.63
12040 - Emergency Medical Technician 17.53
12071 - Licensed Practical Nurse I 17.57
12072 - Licensed Practical Nurse II 19.65
12073 - Licensed Practical Nurse III 21.90
12100 - Medical Assistant 15.36
12130 - Medical Laboratory Technician 23.02
12160 - Medical Record Clerk 15.54
12190 - Medical Record Technician 19.40
12195 - Medical Transcriptionist 18.08
12210 - Nuclear Medicine Technologist 30.48
12221 - Nursing Assistant I 11.71
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.36
12224 - Nursing Assistant IV 16.12
12235 - Optical Dispenser 17.49
12236 - Optical Technician 16.06
12250 - Pharmacy Technician 14.25
12280 - Phlebotomist 16.73
12305 - Radiologic Technologist 24.04
12311 - Registered Nurse I 25.80

12312 - Registered Nurse II		31.55
12313 - Registered Nurse II Specialist		31.55
12314 - Registered Nurse III		38.17
12315 - Registered Nurse III Anesthetist		38.17
12316 - Registered Nurse IV		45.75
12317 - Scheduler (Drug and Alcohol Testing)		24.34
12320 - Substance Abuse Treatment Counselor		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.75
13047 - Librarian		25.93
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		23.28
13058 - Library Technician		16.06
13061 - Media Specialist I		16.89
13062 - Media Specialist II		18.90
13063 - Media Specialist III		21.07
13071 - Photographer I		14.91
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.29
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		12.96
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		28.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		28.12

15060 - Educational Technologist 31.06
15070 - Flight Instructor (Pilot) 41.65
15080 - Graphic Artist 25.83
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 23.50
15095 - Technical Instructor/Course Developer 28.74
15110 - Test Proctor 18.97
15120 - Tutor 18.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.35
19040 - Tool And Die Maker 22.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.33
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.33
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 15.46
21150 - Stock Clerk 19.61
21210 - Tools And Parts Attendant 20.33
21410 - Warehouse Specialist 20.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.80
23019 - Aircraft Logs and Records Technician 31.86
23021 - Aircraft Mechanic I 36.30
23022 - Aircraft Mechanic II 37.80
23023 - Aircraft Mechanic III 39.61
23040 - Aircraft Mechanic Helper 28.70
23050 - Aircraft Painter 35.57
23060 - Aircraft Servicer 31.86
23070 - Aircraft Survival Flight Equipment Technician 35.57
23080 - Aircraft Worker 33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 33.67

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 36.30
II
23110 - Appliance Mechanic 25.44
23120 - Bicycle Repairer 13.96
23125 - Cable Splicer 39.09
23130 - Carpenter Maintenance 29.80
23140 - Carpet Layer 21.70
23160 - Electrician Maintenance 32.52
23181 - Electronics Technician Maintenance I 26.67
23182 - Electronics Technician Maintenance II 28.14
23183 - Electronics Technician Maintenance III 29.46
23260 - Fabric Worker 24.96
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 23.38
23311 - Fuel Distribution System Mechanic 32.11
23312 - Fuel Distribution System Operator 25.72
23370 - General Maintenance Worker 18.77
23380 - Ground Support Equipment Mechanic 36.30
23381 - Ground Support Equipment Servicer 31.86
23382 - Ground Support Equipment Worker 33.67
23391 - Gunsmith I 23.38
23392 - Gunsmith II 26.43
23393 - Gunsmith III 29.19
23410 - Heating Ventilation And Air-Conditioning 24.53
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.41
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.18
23440 - Heavy Equipment Operator 26.43
23460 - Instrument Mechanic 28.68
23465 - Laboratory/Shelter Mechanic 27.89
23470 - Laborer 14.78
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 24.85
23550 - Machinist Maintenance 21.41
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 28.68
23592 - Metrology Technician II 29.71
23593 - Metrology Technician III 31.01
23640 - Millwright 27.32
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 22.89
23790 - Pipefitter Maintenance 29.62
23810 - Plumber Maintenance 28.02
23820 - Pneudraulic Systems Mechanic 29.19
23850 - Rigger 25.56
23870 - Scale Mechanic 26.43
23890 - Sheet-Metal Worker Maintenance 31.34
23910 - Small Engine Mechanic 17.11

23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	35.16
23960 - Welder Combination Maintenance	22.50
23965 - Well Driller	24.51
23970 - Woodcraft Worker	29.19
23980 - Woodworker	23.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.41
24570 - Child Care Attendant	11.02
24580 - Child Care Center Clerk	13.74
24610 - Chore Aide	11.63
24620 - Family Readiness And Support Services Coordinator	16.41
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.32
25040 - Sewage Plant Operator	27.64
25070 - Stationary Engineer	27.32
25190 - Ventilation Equipment Tender	20.45
25210 - Water Treatment Plant Operator	27.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.75
27007 - Baggage Inspector	12.73
27008 - Corrections Officer	29.29
27010 - Court Security Officer	28.84
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	29.29
27070 - Firefighter	28.39
27101 - Guard I	12.73
27102 - Guard II	14.84
27131 - Police Officer I	28.79
27132 - Police Officer II	32.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Worker	9.28
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	18.74
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.40
29020 - Hatch Tender	23.40
29030 - Line Handler	23.40
29041 - Stevedore I	22.11
29042 - Stevedore II	24.66

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.32
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.19
30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		27.50
30051 - Cryogenic Technician I		26.59
30052 - Cryogenic Technician II		28.76
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		23.52
30095 - Evidence Control Specialist		23.52
30210 - Laboratory Technician		21.77
30221 - Latent Fingerprint Technician I		25.94
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.89
30375 - Petroleum Supply Specialist		28.76
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		28.66
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.16
30463 - Technical Writer III		35.28
30491 - Unexploded Ordnance (UXO) Technician I		26.10
30492 - Unexploded Ordnance (UXO) Technician II		31.58
30493 - Unexploded Ordnance (UXO) Technician III		37.85
30494 - Unexploded (UXO) Safety Escort		26.10
30495 - Unexploded (UXO) Sweep Personnel		26.10
30501 - Weather Forecaster I		26.60
30502 - Weather Forecaster II		31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.58
31020 - Bus Aide		19.42

31030 - Bus Driver	24.49
31043 - Driver Courier	14.05
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	12.42
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	23.34
31364 - Truckdriver Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	9.89
99050 - Desk Clerk	11.21
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	14.83
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	29.87
99310 - Mortician	27.76
99410 - Pest Controller	17.92
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	19.71
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.07
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.71
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4237
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Berks

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.03
01012 - Accounting Clerk II		16.87
01013 - Accounting Clerk III		18.87
01020 - Administrative Assistant		26.50
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		13.74
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		16.86
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher Motor Vehicle		20.22
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		13.95
01112 - General Clerk II		15.22

01113 - General Clerk III 17.08
01120 - Housing Referral Assistant 20.67
01141 - Messenger Courier 14.20
01191 - Order Clerk I 16.26
01192 - Order Clerk II 17.74
01261 - Personnel Assistant (Employment) I 17.19
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.43
01270 - Production Control Clerk 22.56
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 16.58
01311 - Secretary I 16.58
01312 - Secretary II 18.55
01313 - Secretary III 20.67
01320 - Service Order Dispatcher 18.07
01410 - Supply Technician 26.50
01420 - Survey Worker 15.03
01460 - Switchboard Operator/Receptionist 13.75
01531 - Travel Clerk I 14.60
01532 - Travel Clerk II 15.42
01533 - Travel Clerk III 16.58
01611 - Word Processor I 15.75
01612 - Word Processor II 17.68
01613 - Word Processor III 19.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.45
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.34
05070 - Automotive Worker 18.34
05110 - Mobile Equipment Servicer 16.40
05130 - Motor Equipment Metal Mechanic 20.27
05160 - Motor Equipment Metal Worker 18.34
05190 - Motor Vehicle Mechanic 20.27
05220 - Motor Vehicle Mechanic Helper 15.44
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 18.34
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.34
05370 - Tire Repairer 14.93
05400 - Transmission Repair Specialist 20.27
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 14.79
07042 - Cook II 16.54
07070 - Dishwasher 9.46
07130 - Food Service Worker 9.83
07210 - Meat Cutter 17.03
07260 - Waiter/Waitress 10.92
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.77

09040 - Furniture Handler 15.92
09080 - Furniture Refinisher 20.77
09090 - Furniture Refinisher Helper 17.33
09110 - Furniture Repairer Minor 19.04
09130 - Upholsterer 21.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.86
11060 - Elevator Operator 12.68
11090 - Gardener 15.67
11122 - Housekeeping Aide 12.68
11150 - Janitor 12.68
11210 - Laborer Grounds Maintenance 12.94
11240 - Maid or Houseman 11.08
11260 - Pruner 12.02
11270 - Tractor Operator 14.76
11330 - Trail Maintenance Worker 12.94
11360 - Window Cleaner 13.66
12000 - Health Occupations
12010 - Ambulance Driver 15.91
12011 - Breath Alcohol Technician 21.02
12012 - Certified Occupational Therapist Assistant 28.74
12015 - Certified Physical Therapist Assistant 27.80
12020 - Dental Assistant 18.71
12025 - Dental Hygienist 38.91
12030 - EKG Technician 30.78
12035 - Electroneurodiagnostic Technologist 30.78
12040 - Emergency Medical Technician 15.91
12071 - Licensed Practical Nurse I 19.17
12072 - Licensed Practical Nurse II 21.46
12073 - Licensed Practical Nurse III 23.91
12100 - Medical Assistant 16.06
12130 - Medical Laboratory Technician 21.29
12160 - Medical Record Clerk 16.93
12190 - Medical Record Technician 20.42
12195 - Medical Transcriptionist 19.17
12210 - Nuclear Medicine Technologist 46.97
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 19.92
12236 - Optical Technician 19.17
12250 - Pharmacy Technician 13.79
12280 - Phlebotomist 17.80
12305 - Radiologic Technologist 29.26
12311 - Registered Nurse I 27.13
12312 - Registered Nurse II 13.50
12313 - Registered Nurse II Specialist 42.78
12314 - Registered Nurse III 40.15
12315 - Registered Nurse III Anesthetist 40.15

12316 - Registered Nurse IV		48.12
12317 - Scheduler (Drug and Alcohol Testing)		26.58
12320 - Substance Abuse Treatment Counselor		22.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.58
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		19.58
13042 - Illustrator II		24.26
13043 - Illustrator III		29.67
13047 - Librarian		26.86
13050 - Library Aide/Clerk		10.94
13054 - Library Information Technology Systems Administrator		24.26
13058 - Library Technician		16.13
13061 - Media Specialist I		17.50
13062 - Media Specialist II		19.58
13063 - Media Specialist III		21.83
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		13.74
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
14170 - System Support Specialist		28.96
15000 - Instructional Occupations		
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		29.11
15060 - Educational Technologist		34.73
15070 - Flight Instructor (Pilot)		43.58
15080 - Graphic Artist		20.05
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 26.61
15095 - Technical Instructor/Course Developer 32.55
15110 - Test Proctor 21.48
15120 - Tutor 21.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.71
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.53
21030 - Material Coordinator 22.56
21040 - Material Expediter 22.56
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 18.53
21110 - Shipping Packer 19.39
21130 - Shipping/Receiving Clerk 19.39
21140 - Store Worker I 14.79
21150 - Stock Clerk 18.51
21210 - Tools And Parts Attendant 18.53
21410 - Warehouse Specialist 18.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.41
23019 - Aircraft Logs and Records Technician 23.97
23021 - Aircraft Mechanic I 27.04
23022 - Aircraft Mechanic II 28.41
23023 - Aircraft Mechanic III 29.61
23040 - Aircraft Mechanic Helper 21.80
23050 - Aircraft Painter 25.77
23060 - Aircraft Servicer 23.97
23070 - Aircraft Survival Flight Equipment Technician 25.77
23080 - Aircraft Worker 25.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.04
23110 - Appliance Mechanic 25.48

23120 - Bicycle Repairer 21.87
23125 - Cable Splicer 37.72
23130 - Carpenter Maintenance 22.57
23140 - Carpet Layer 24.46
23160 - Electrician Maintenance 27.31
23181 - Electronics Technician Maintenance I 27.49
23182 - Electronics Technician Maintenance II 29.29
23183 - Electronics Technician Maintenance III 32.23
23260 - Fabric Worker 23.22
23290 - Fire Alarm System Mechanic 27.89
23310 - Fire Extinguisher Repairer 21.87
23311 - Fuel Distribution System Mechanic 27.04
23312 - Fuel Distribution System Operator 21.87
23370 - General Maintenance Worker 20.76
23380 - Ground Support Equipment Mechanic 27.04
23381 - Ground Support Equipment Servicer 23.97
23382 - Ground Support Equipment Worker 25.06
23391 - Gunsmith I 21.87
23392 - Gunsmith II 24.46
23393 - Gunsmith III 27.04
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 28.23
23430 - Heavy Equipment Mechanic 26.06
23440 - Heavy Equipment Operator 24.45
23460 - Instrument Mechanic 27.04
23465 - Laboratory/Shelter Mechanic 25.77
23470 - Laborer 16.02
23510 - Locksmith 23.21
23530 - Machinery Maintenance Mechanic 27.11
23550 - Machinist Maintenance 21.96
23580 - Maintenance Trades Helper 16.47
23591 - Metrology Technician I 27.04
23592 - Metrology Technician II 28.32
23593 - Metrology Technician III 29.61
23640 - Millwright 26.95
23710 - Office Appliance Repairer 21.44
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 32.69
23810 - Plumber Maintenance 31.16
23820 - Pneudraulic Systems Mechanic 27.04
23850 - Rigger 27.04
23870 - Scale Mechanic 24.46
23890 - Sheet-Metal Worker Maintenance 27.06
23910 - Small Engine Mechanic 19.91
23931 - Telecommunications Mechanic I 26.98
23932 - Telecommunications Mechanic II 28.26
23950 - Telephone Lineman 34.86
23960 - Welder Combination Maintenance 20.40

23965 - Well Driller 26.71
23970 - Woodcraft Worker 27.04
23980 - Woodworker 21.87
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.35
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 27.35
25190 - Ventilation Equipment Tender 20.83
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.93
27007 - Baggage Inspector 12.58
27008 - Corrections Officer 22.18
27010 - Court Security Officer 22.18
27030 - Detection Dog Handler 16.29
27040 - Detention Officer 22.18
27070 - Firefighter 20.45
27101 - Guard I 12.58
27102 - Guard II 16.29
27131 - Police Officer I 29.12
27132 - Police Officer II 32.37
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.77
28042 - Carnival Equipment Repairer 12.50
28043 - Carnival Worker 9.58
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.86
28350 - Park Attendant (Aide) 15.57
28510 - Recreation Aide/Health Facility Attendant 11.37
28515 - Recreation Specialist 17.40
28630 - Sports Official 11.86
28690 - Swimming Pool Operator 18.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.66
29020 - Hatch Tender 26.66
29030 - Line Handler 26.66
29041 - Stevedore I 25.30
29042 - Stevedore II 28.08
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93

30021 - Archeological Technician I		17.08
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		23.67
30030 - Cartographic Technician		23.67
30040 - Civil Engineering Technician		29.83
30051 - Cryogenic Technician I		26.21
30052 - Cryogenic Technician II		28.95
30061 - Drafter/CAD Operator I		17.08
30062 - Drafter/CAD Operator II		19.11
30063 - Drafter/CAD Operator III		21.30
30064 - Drafter/CAD Operator IV		26.21
30081 - Engineering Technician I		16.36
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.49
30085 - Engineering Technician V		31.16
30086 - Engineering Technician VI		37.70
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		23.67
30210 - Laboratory Technician		24.35
30221 - Latent Fingerprint Technician I		26.21
30222 - Latent Fingerprint Technician II		28.95
30240 - Mathematical Technician		23.67
30361 - Paralegal/Legal Assistant I		20.58
30362 - Paralegal/Legal Assistant II		25.49
30363 - Paralegal/Legal Assistant III		31.18
30364 - Paralegal/Legal Assistant IV		37.72
30375 - Petroleum Supply Specialist		28.95
30390 - Photo-Optics Technician		23.67
30395 - Radiation Control Technician		28.95
30461 - Technical Writer I		22.98
30462 - Technical Writer II		28.11
30463 - Technical Writer III		34.01
30491 - Unexploded Ordnance (UXO) Technician I		27.56
30492 - Unexploded Ordnance (UXO) Technician II		33.34
30493 - Unexploded Ordnance (UXO) Technician III		39.96
30494 - Unexploded (UXO) Safety Escort		27.56
30495 - Unexploded (UXO) Sweep Personnel		27.56
30501 - Weather Forecaster I		26.21
30502 - Weather Forecaster II		31.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.30
30621 - Weather Observer Senior	(see 2)	23.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.34
31020 - Bus Aide		16.99
31030 - Bus Driver		21.83
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		11.54
31290 - Shuttle Bus Driver		15.49

31310 - Taxi Driver	15.11
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	23.21
31364 - Truckdriver Tractor-Trailer	23.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	9.86
99050 - Desk Clerk	11.11
99095 - Embalmer	29.93
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.88
99260 - Marketing Analyst	27.18
99310 - Mortician	29.93
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	14.48
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	19.36
99730 - Refuse Collector	15.76
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	13.29
99830 - Survey Party Chief	27.89
99831 - Surveying Aide	19.10
99832 - Surveying Technician	24.59
99840 - Vending Machine Attendant	19.73
99841 - Vending Machine Repairer	23.43
99842 - Vending Machine Repairer Helper	19.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S.

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4238
Revision No.: 14
Date Of Last Revision: 05/11/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Berks

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.03
01012 - Accounting Clerk II		16.87
01013 - Accounting Clerk III		18.87
01020 - Administrative Assistant		26.50
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		13.74
01042 - Customer Service Representative II		15.45
01043 - Customer Service Representative III		16.86
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher Motor Vehicle		20.22
01070 - Document Preparation Clerk		16.67

01090 - Duplicating Machine Operator 16.67
01111 - General Clerk I 13.95
01112 - General Clerk II 15.22
01113 - General Clerk III 17.08
01120 - Housing Referral Assistant 20.67
01141 - Messenger Courier 14.20
01191 - Order Clerk I 16.26
01192 - Order Clerk II 17.74
01261 - Personnel Assistant (Employment) I 17.19
01262 - Personnel Assistant (Employment) II 19.23
01263 - Personnel Assistant (Employment) III 21.43
01270 - Production Control Clerk 22.56
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 16.58
01311 - Secretary I 16.58
01312 - Secretary II 18.55
01313 - Secretary III 20.67
01320 - Service Order Dispatcher 18.07
01410 - Supply Technician 26.50
01420 - Survey Worker 15.03
01460 - Switchboard Operator/Receptionist 13.75
01531 - Travel Clerk I 14.60
01532 - Travel Clerk II 15.42
01533 - Travel Clerk III 16.58
01611 - Word Processor I 15.75
01612 - Word Processor II 17.68
01613 - Word Processor III 19.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.45
05010 - Automotive Electrician 19.32
05040 - Automotive Glass Installer 18.34
05070 - Automotive Worker 18.34
05110 - Mobile Equipment Servicer 16.40
05130 - Motor Equipment Metal Mechanic 20.27
05160 - Motor Equipment Metal Worker 18.34
05190 - Motor Vehicle Mechanic 20.27
05220 - Motor Vehicle Mechanic Helper 15.44
05250 - Motor Vehicle Upholstery Worker 17.41
05280 - Motor Vehicle Wrecker 18.34
05310 - Painter Automotive 19.32
05340 - Radiator Repair Specialist 18.34
05370 - Tire Repairer 14.93
05400 - Transmission Repair Specialist 20.27
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 14.79
07042 - Cook II 16.54
07070 - Dishwasher 9.46
07130 - Food Service Worker 9.83
07210 - Meat Cutter 17.03

07260 - Waiter/Waitress	10.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.77
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.86
11060 - Elevator Operator	12.68
11090 - Gardener	15.67
11122 - Housekeeping Aide	12.68
11150 - Janitor	12.68
11210 - Laborer Grounds Maintenance	12.94
11240 - Maid or Houseman	11.08
11260 - Pruner	12.02
11270 - Tractor Operator	14.76
11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	13.66
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	21.02
12012 - Certified Occupational Therapist Assistant	28.74
12015 - Certified Physical Therapist Assistant	27.80
12020 - Dental Assistant	18.71
12025 - Dental Hygienist	38.91
12030 - EKG Technician	30.78
12035 - Electroneurodiagnostic Technologist	30.78
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.46
12073 - Licensed Practical Nurse III	23.91
12100 - Medical Assistant	16.06
12130 - Medical Laboratory Technician	21.29
12160 - Medical Record Clerk	16.93
12190 - Medical Record Technician	20.42
12195 - Medical Transcriptionist	19.17
12210 - Nuclear Medicine Technologist	46.97
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	19.92
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	17.80
12305 - Radiologic Technologist	29.26
12311 - Registered Nurse I	27.13
12312 - Registered Nurse II	13.50

12313 - Registered Nurse II Specialist		42.78
12314 - Registered Nurse III		40.15
12315 - Registered Nurse III Anesthetist		40.15
12316 - Registered Nurse IV		48.12
12317 - Scheduler (Drug and Alcohol Testing)		26.58
12320 - Substance Abuse Treatment Counselor		22.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.58
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		19.58
13042 - Illustrator II		24.26
13043 - Illustrator III		29.67
13047 - Librarian		26.86
13050 - Library Aide/Clerk		10.94
13054 - Library Information Technology Systems Administrator		24.26
13058 - Library Technician		16.13
13061 - Media Specialist I		17.50
13062 - Media Specialist II		19.58
13063 - Media Specialist III		21.83
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		13.74
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
14170 - System Support Specialist		28.96
15000 - Instructional Occupations		
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		29.11
15060 - Educational Technologist		34.73

15070 - Flight Instructor (Pilot) 43.58
15080 - Graphic Artist 20.05
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 26.61
15095 - Technical Instructor/Course Developer 32.55
15110 - Test Proctor 21.48
15120 - Tutor 21.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.71
19040 - Tool And Die Maker 26.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.53
21030 - Material Coordinator 22.56
21040 - Material Expediter 22.56
21050 - Material Handling Laborer 16.02
21071 - Order Filler 12.87
21080 - Production Line Worker (Food Processing) 18.53
21110 - Shipping Packer 19.39
21130 - Shipping/Receiving Clerk 19.39
21140 - Store Worker I 14.79
21150 - Stock Clerk 18.51
21210 - Tools And Parts Attendant 18.53
21410 - Warehouse Specialist 18.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.41
23019 - Aircraft Logs and Records Technician 23.97
23021 - Aircraft Mechanic I 27.04
23022 - Aircraft Mechanic II 28.41
23023 - Aircraft Mechanic III 29.61
23040 - Aircraft Mechanic Helper 21.80
23050 - Aircraft Painter 25.77
23060 - Aircraft Servicer 23.97
23070 - Aircraft Survival Flight Equipment Technician 25.77
23080 - Aircraft Worker 25.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.04
23110 - Appliance Mechanic	25.48
23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	37.72
23130 - Carpenter Maintenance	22.57
23140 - Carpet Layer	24.46
23160 - Electrician Maintenance	27.31
23181 - Electronics Technician Maintenance I	27.49
23182 - Electronics Technician Maintenance II	29.29
23183 - Electronics Technician Maintenance III	32.23
23260 - Fabric Worker	23.22
23290 - Fire Alarm System Mechanic	27.89
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System Mechanic	27.04
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	20.76
23380 - Ground Support Equipment Mechanic	27.04
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	25.06
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.46
23393 - Gunsmith III	27.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.23
23430 - Heavy Equipment Mechanic	26.06
23440 - Heavy Equipment Operator	24.45
23460 - Instrument Mechanic	27.04
23465 - Laboratory/Shelter Mechanic	25.77
23470 - Laborer	16.02
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	27.11
23550 - Machinist Maintenance	21.96
23580 - Maintenance Trades Helper	16.47
23591 - Metrology Technician I	27.04
23592 - Metrology Technician II	28.32
23593 - Metrology Technician III	29.61
23640 - Millwright	26.95
23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	20.88
23790 - Pipefitter Maintenance	32.69
23810 - Plumber Maintenance	31.16
23820 - Pneudraulic Systems Mechanic	27.04
23850 - Rigger	27.04
23870 - Scale Mechanic	24.46
23890 - Sheet-Metal Worker Maintenance	27.06
23910 - Small Engine Mechanic	19.91
23931 - Telecommunications Mechanic I	26.98

23932 - Telecommunications Mechanic II 28.26
23950 - Telephone Lineman 34.86
23960 - Welder Combination Maintenance 20.40
23965 - Well Driller 26.71
23970 - Woodcraft Worker 27.04
23980 - Woodworker 21.87
24000 - Personal Needs Occupations
24550 - Case Manager 18.03
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.80
24620 - Family Readiness And Support Services Coordinator 18.03
24630 - Homemaker 18.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.35
25040 - Sewage Plant Operator 23.53
25070 - Stationary Engineer 27.35
25190 - Ventilation Equipment Tender 20.83
25210 - Water Treatment Plant Operator 23.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.93
27007 - Baggage Inspector 12.58
27008 - Corrections Officer 22.18
27010 - Court Security Officer 22.18
27030 - Detection Dog Handler 16.29
27040 - Detention Officer 22.18
27070 - Firefighter 20.45
27101 - Guard I 12.58
27102 - Guard II 16.29
27131 - Police Officer I 29.12
27132 - Police Officer II 32.37
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.77
28042 - Carnival Equipment Repairer 12.50
28043 - Carnival Worker 9.58
28210 - Gate Attendant/Gate Tender 14.00
28310 - Lifeguard 11.86
28350 - Park Attendant (Aide) 15.57
28510 - Recreation Aide/Health Facility Attendant 11.37
28515 - Recreation Specialist 17.40
28630 - Sports Official 11.86
28690 - Swimming Pool Operator 18.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.66
29020 - Hatch Tender 26.66
29030 - Line Handler 26.66
29041 - Stevedore I 25.30
29042 - Stevedore II 28.08
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 32.93
30021 - Archeological Technician I 17.08
30022 - Archeological Technician II 19.39
30023 - Archeological Technician III 23.67
30030 - Cartographic Technician 23.67
30040 - Civil Engineering Technician 29.83
30051 - Cryogenic Technician I 26.21
30052 - Cryogenic Technician II 28.95
30061 - Drafter/CAD Operator I 17.08
30062 - Drafter/CAD Operator II 19.11
30063 - Drafter/CAD Operator III 21.30
30064 - Drafter/CAD Operator IV 26.21
30081 - Engineering Technician I 16.36
30082 - Engineering Technician II 18.35
30083 - Engineering Technician III 20.53
30084 - Engineering Technician IV 25.49
30085 - Engineering Technician V 31.16
30086 - Engineering Technician VI 37.70
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 23.67
30210 - Laboratory Technician 24.35
30221 - Latent Fingerprint Technician I 26.21
30222 - Latent Fingerprint Technician II 28.95
30240 - Mathematical Technician 23.67
30361 - Paralegal/Legal Assistant I 20.58
30362 - Paralegal/Legal Assistant II 25.49
30363 - Paralegal/Legal Assistant III 31.18
30364 - Paralegal/Legal Assistant IV 37.72
30375 - Petroleum Supply Specialist 28.95
30390 - Photo-Optics Technician 23.67
30395 - Radiation Control Technician 28.95
30461 - Technical Writer I 22.98
30462 - Technical Writer II 28.11
30463 - Technical Writer III 34.01
30491 - Unexploded Ordnance (UXO) Technician I 27.56
30492 - Unexploded Ordnance (UXO) Technician II 33.34
30493 - Unexploded Ordnance (UXO) Technician III 39.96
30494 - Unexploded (UXO) Safety Escort 27.56
30495 - Unexploded (UXO) Sweep Personnel 27.56
30501 - Weather Forecaster I 26.21
30502 - Weather Forecaster II 31.88
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.30
30621 - Weather Observer Senior (see 2) 23.67
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 33.34
31020 - Bus Aide 16.99
31030 - Bus Driver 21.83

31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	15.11
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	23.21
31364 - Truckdriver Tractor-Trailer	23.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	9.86
99050 - Desk Clerk	11.11
99095 - Embalmer	29.93
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	14.01
99252 - Laboratory Animal Caretaker II	14.88
99260 - Marketing Analyst	27.18
99310 - Mortician	29.93
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	14.48
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	19.36
99730 - Refuse Collector	15.76
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	13.29
99830 - Survey Party Chief	27.89
99831 - Surveying Aide	19.10
99832 - Surveying Technician	24.59
99840 - Vending Machine Attendant	19.73
99841 - Vending Machine Repairer	23.43
99842 - Vending Machine Repairer Helper	19.73

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4239
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Lackawanna Luzerne Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.23
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		23.92
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.77
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		19.79
01070 - Document Preparation Clerk		13.47
01090 - Duplicating Machine Operator		13.47
01111 - General Clerk I		12.95
01112 - General Clerk II		14.13

01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 14.15
01191 - Order Clerk I 14.08
01192 - Order Clerk II 15.89
01261 - Personnel Assistant (Employment) I 15.98
01262 - Personnel Assistant (Employment) II 17.88
01263 - Personnel Assistant (Employment) III 19.93
01270 - Production Control Clerk 19.03
01290 - Rental Clerk 11.66
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.83
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 23.92
01420 - Survey Worker 15.08
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 15.33
01532 - Travel Clerk II 16.06
01533 - Travel Clerk III 17.01
01611 - Word Processor I 14.93
01612 - Word Processor II 16.77
01613 - Word Processor III 18.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.65
05010 - Automotive Electrician 15.62
05040 - Automotive Glass Installer 15.04
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 14.04
05130 - Motor Equipment Metal Mechanic 16.10
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 16.10
05220 - Motor Vehicle Mechanic Helper 13.52
05250 - Motor Vehicle Upholstery Worker 14.53
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.62
05340 - Radiator Repair Specialist 15.05
05370 - Tire Repairer 13.94
05400 - Transmission Repair Specialist 16.10
07000 - Food Preparation And Service Occupations
07010 - Baker 12.76
07041 - Cook I 13.59
07042 - Cook II 14.70
07070 - Dishwasher 10.02
07130 - Food Service Worker 10.77
07210 - Meat Cutter 15.68
07260 - Waiter/Waitress 11.12
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.67

09040 - Furniture Handler 15.22
09080 - Furniture Refinisher 18.38
09090 - Furniture Refinisher Helper 15.92
09110 - Furniture Repairer Minor 17.05
09130 - Upholsterer 16.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.05
11060 - Elevator Operator 12.05
11090 - Gardener 15.17
11122 - Housekeeping Aide 12.44
11150 - Janitor 12.44
11210 - Laborer Grounds Maintenance 13.02
11240 - Maid or Houseman 10.08
11260 - Pruner 12.35
11270 - Tractor Operator 14.57
11330 - Trail Maintenance Worker 13.02
11360 - Window Cleaner 13.12
12000 - Health Occupations
12010 - Ambulance Driver 14.97
12011 - Breath Alcohol Technician 19.64
12012 - Certified Occupational Therapist Assistant 27.13
12015 - Certified Physical Therapist Assistant 24.42
12020 - Dental Assistant 19.45
12025 - Dental Hygienist 29.51
12030 - EKG Technician 27.23
12035 - Electroneurodiagnostic Technologist 27.23
12040 - Emergency Medical Technician 14.97
12071 - Licensed Practical Nurse I 17.55
12072 - Licensed Practical Nurse II 19.64
12073 - Licensed Practical Nurse III 21.89
12100 - Medical Assistant 15.32
12130 - Medical Laboratory Technician 24.05
12160 - Medical Record Clerk 16.68
12190 - Medical Record Technician 20.53
12195 - Medical Transcriptionist 17.25
12210 - Nuclear Medicine Technologist 42.59
12221 - Nursing Assistant I 11.73
12222 - Nursing Assistant II 13.18
12223 - Nursing Assistant III 14.38
12224 - Nursing Assistant IV 16.15
12235 - Optical Dispenser 14.49
12236 - Optical Technician 16.81
12250 - Pharmacy Technician 13.99
12280 - Phlebotomist 15.99
12305 - Radiologic Technologist 29.79
12311 - Registered Nurse I 23.16
12312 - Registered Nurse II 28.32
12313 - Registered Nurse II Specialist 28.32
12314 - Registered Nurse III 34.27
12315 - Registered Nurse III Anesthetist 34.27

12316 - Registered Nurse IV		41.08
12317 - Scheduler (Drug and Alcohol Testing)		24.32
12320 - Substance Abuse Treatment Counselor		23.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		22.95
13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.53
13042 - Illustrator II		22.95
13043 - Illustrator III		28.07
13047 - Librarian		25.42
13050 - Library Aide/Clerk		13.47
13054 - Library Information Technology Systems Administrator		22.95
13058 - Library Technician		15.94
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.53
13063 - Media Specialist III		20.65
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		17.68
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.43
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.75
14044 - Computer Operator IV		24.16
14045 - Computer Operator V		26.76
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.43
14160 - Personal Computer Support Technician		24.16
14170 - System Support Specialist		27.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot)		41.43
15080 - Graphic Artist		19.12
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.43

15086 - Maintenance Test Pilot Rotary Wing 41.43
15088 - Non-Maintenance Test/Co-Pilot 41.43
15090 - Technical Instructor 19.20
15095 - Technical Instructor/Course Developer 23.63
15110 - Test Proctor 15.50
15120 - Tutor 15.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 24.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.89
21030 - Material Coordinator 19.03
21040 - Material Expediter 19.03
21050 - Material Handling Laborer 14.54
21071 - Order Filler 13.10
21080 - Production Line Worker (Food Processing) 16.89
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 15.84
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 16.89
21410 - Warehouse Specialist 16.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 22.23
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 20.52
23050 - Aircraft Painter 24.14
23060 - Aircraft Servicer 22.23
23070 - Aircraft Survival Flight Equipment Technician 24.14
23080 - Aircraft Worker 23.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.13
23110 - Appliance Mechanic 24.14

23120 - Bicycle Repairer 19.94
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.44
23140 - Carpet Layer 23.14
23160 - Electrician Maintenance 28.99
23181 - Electronics Technician Maintenance I 24.84
23182 - Electronics Technician Maintenance II 25.92
23183 - Electronics Technician Maintenance III 26.98
23260 - Fabric Worker 22.23
23290 - Fire Alarm System Mechanic 23.24
23310 - Fire Extinguisher Repairer 21.38
23311 - Fuel Distribution System Mechanic 30.05
23312 - Fuel Distribution System Operator 25.56
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 25.13
23381 - Ground Support Equipment Servicer 22.23
23382 - Ground Support Equipment Worker 23.14
23391 - Gunsmith I 21.38
23392 - Gunsmith II 23.13
23393 - Gunsmith III 25.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.34
23430 - Heavy Equipment Mechanic 23.53
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 25.22
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 14.54
23510 - Locksmith 24.14
23530 - Machinery Maintenance Mechanic 25.02
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 25.22
23592 - Metrology Technician II 26.19
23593 - Metrology Technician III 27.03
23640 - Millwright 25.22
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 23.90
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 23.02
23820 - Pneudraulic Systems Mechanic 25.13
23850 - Rigger 25.13
23870 - Scale Mechanic 23.14
23890 - Sheet-Metal Worker Maintenance 29.88
23910 - Small Engine Mechanic 20.97
23931 - Telecommunications Mechanic I 30.22
23932 - Telecommunications Mechanic II 31.39
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 21.26

23965 - Well Driller		25.13
23970 - Woodcraft Worker		25.13
23980 - Woodworker		20.84
24000 - Personal Needs Occupations		
24550 - Case Manager		15.53
24570 - Child Care Attendant		10.08
24580 - Child Care Center Clerk		12.57
24610 - Chore Aide		11.63
24620 - Family Readiness And Support Services Coordinator		15.53
24630 - Homemaker		15.53
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.29
25040 - Sewage Plant Operator		24.21
25070 - Stationary Engineer		25.29
25190 - Ventilation Equipment Tender		20.59
25210 - Water Treatment Plant Operator		24.21
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.27
27007 - Baggage Inspector		15.42
27008 - Corrections Officer		29.65
27010 - Court Security Officer		28.51
27030 - Detection Dog Handler		17.25
27040 - Detention Officer		29.65
27070 - Firefighter		27.79
27101 - Guard I		15.42
27102 - Guard II		17.25
27131 - Police Officer I		22.40
27132 - Police Officer II		24.89
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.68
28042 - Carnival Equipment Repairer		12.21
28043 - Carnival Worker		10.15
28210 - Gate Attendant/Gate Tender		14.21
28310 - Lifeguard		12.18
28350 - Park Attendant (Aide)		15.90
28510 - Recreation Aide/Health Facility Attendant		11.52
28515 - Recreation Specialist		18.97
28630 - Sports Official		12.66
28690 - Swimming Pool Operator		16.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.37
29020 - Hatch Tender		26.37
29030 - Line Handler		26.37
29041 - Stevedore I		25.01
29042 - Stevedore II		26.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.63

30021 - Archeological Technician I		15.89
30022 - Archeological Technician II		17.78
30023 - Archeological Technician III		21.06
30030 - Cartographic Technician		21.06
30040 - Civil Engineering Technician		25.76
30051 - Cryogenic Technician I		24.40
30052 - Cryogenic Technician II		26.96
30061 - Drafter/CAD Operator I		15.89
30062 - Drafter/CAD Operator II		17.78
30063 - Drafter/CAD Operator III		19.83
30064 - Drafter/CAD Operator IV		24.40
30081 - Engineering Technician I		14.72
30082 - Engineering Technician II		16.52
30083 - Engineering Technician III		18.49
30084 - Engineering Technician IV		22.90
30085 - Engineering Technician V		28.01
30086 - Engineering Technician VI		33.89
30090 - Environmental Technician		27.76
30095 - Evidence Control Specialist		20.88
30210 - Laboratory Technician		22.87
30221 - Latent Fingerprint Technician I		24.40
30222 - Latent Fingerprint Technician II		26.96
30240 - Mathematical Technician		23.41
30361 - Paralegal/Legal Assistant I		19.83
30362 - Paralegal/Legal Assistant II		24.56
30363 - Paralegal/Legal Assistant III		30.05
30364 - Paralegal/Legal Assistant IV		36.36
30375 - Petroleum Supply Specialist		25.56
30390 - Photo-Optics Technician		22.37
30395 - Radiation Control Technician		25.56
30461 - Technical Writer I		20.92
30462 - Technical Writer II		25.58
30463 - Technical Writer III		30.97
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30501 - Weather Forecaster I		24.40
30502 - Weather Forecaster II		29.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.83
30621 - Weather Observer Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		17.85
31030 - Bus Driver		21.24
31043 - Driver Courier		14.50
31260 - Parking and Lot Attendant		10.55
31290 - Shuttle Bus Driver		15.15

31310 - Taxi Driver	12.55
31361 - Truckdriver Light	15.15
31362 - Truckdriver Medium	15.75
31363 - Truckdriver Heavy	23.24
31364 - Truckdriver Tractor-Trailer	23.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	10.43
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.39
99252 - Laboratory Animal Caretaker II	12.95
99260 - Marketing Analyst	26.08
99310 - Mortician	25.63
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.87
99711 - Recycling Specialist	21.73
99730 - Refuse Collector	18.88
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	10.38
99830 - Survey Party Chief	22.87
99831 - Surveying Aide	15.27
99832 - Surveying Technician	20.79
99840 - Vending Machine Attendant	15.16
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4240
Revision No.: 13
Date Of Last Revision: 05/11/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Lackawanna Luzerne Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.23
01012 - Accounting Clerk II		15.97
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		23.92
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.77
01043 - Customer Service Representative III		16.11
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		19.79
01070 - Document Preparation Clerk		13.47

01090 - Duplicating Machine Operator 13.47
01111 - General Clerk I 12.95
01112 - General Clerk II 14.13
01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 19.93
01141 - Messenger Courier 14.15
01191 - Order Clerk I 14.08
01192 - Order Clerk II 15.89
01261 - Personnel Assistant (Employment) I 15.98
01262 - Personnel Assistant (Employment) II 17.88
01263 - Personnel Assistant (Employment) III 19.93
01270 - Production Control Clerk 19.03
01290 - Rental Clerk 11.66
01300 - Scheduler Maintenance 15.98
01311 - Secretary I 15.98
01312 - Secretary II 17.83
01313 - Secretary III 19.93
01320 - Service Order Dispatcher 17.69
01410 - Supply Technician 23.92
01420 - Survey Worker 15.08
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 15.33
01532 - Travel Clerk II 16.06
01533 - Travel Clerk III 17.01
01611 - Word Processor I 14.93
01612 - Word Processor II 16.77
01613 - Word Processor III 18.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.65
05010 - Automotive Electrician 15.62
05040 - Automotive Glass Installer 15.04
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 14.04
05130 - Motor Equipment Metal Mechanic 16.10
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 16.10
05220 - Motor Vehicle Mechanic Helper 13.52
05250 - Motor Vehicle Upholstery Worker 14.53
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.62
05340 - Radiator Repair Specialist 15.05
05370 - Tire Repairer 13.94
05400 - Transmission Repair Specialist 16.10
07000 - Food Preparation And Service Occupations
07010 - Baker 12.76
07041 - Cook I 13.59
07042 - Cook II 14.70
07070 - Dishwasher 10.02
07130 - Food Service Worker 10.77
07210 - Meat Cutter 15.68

07260 - Waiter/Waitress	11.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	15.22
09080 - Furniture Refinisher	18.38
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	16.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.05
11060 - Elevator Operator	12.05
11090 - Gardener	15.17
11122 - Housekeeping Aide	12.44
11150 - Janitor	12.44
11210 - Laborer Grounds Maintenance	13.02
11240 - Maid or Houseman	10.08
11260 - Pruner	12.35
11270 - Tractor Operator	14.57
11330 - Trail Maintenance Worker	13.02
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	14.97
12011 - Breath Alcohol Technician	19.64
12012 - Certified Occupational Therapist Assistant	27.13
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	19.45
12025 - Dental Hygienist	29.51
12030 - EKG Technician	27.23
12035 - Electroneurodiagnostic Technologist	27.23
12040 - Emergency Medical Technician	14.97
12071 - Licensed Practical Nurse I	17.55
12072 - Licensed Practical Nurse II	19.64
12073 - Licensed Practical Nurse III	21.89
12100 - Medical Assistant	15.32
12130 - Medical Laboratory Technician	24.05
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	20.53
12195 - Medical Transcriptionist	17.25
12210 - Nuclear Medicine Technologist	42.59
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	14.49
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	15.99
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	23.16
12312 - Registered Nurse II	28.32

12313 - Registered Nurse II Specialist		28.32
12314 - Registered Nurse III		34.27
12315 - Registered Nurse III Anesthetist		34.27
12316 - Registered Nurse IV		41.08
12317 - Scheduler (Drug and Alcohol Testing)		24.32
12320 - Substance Abuse Treatment Counselor		23.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		22.95
13013 - Exhibits Specialist III		28.07
13041 - Illustrator I		18.53
13042 - Illustrator II		22.95
13043 - Illustrator III		28.07
13047 - Librarian		25.42
13050 - Library Aide/Clerk		13.47
13054 - Library Information Technology Systems Administrator		22.95
13058 - Library Technician		15.94
13061 - Media Specialist I		16.56
13062 - Media Specialist II		18.53
13063 - Media Specialist III		20.65
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		17.68
13110 - Video Teleconference Technician		19.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.43
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.75
14044 - Computer Operator IV		24.16
14045 - Computer Operator V		26.76
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.43
14160 - Personal Computer Support Technician		24.16
14170 - System Support Specialist		27.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		41.43
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		33.02

15070 - Flight Instructor (Pilot) 41.43
15080 - Graphic Artist 19.12
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.43
15086 - Maintenance Test Pilot Rotary Wing 41.43
15088 - Non-Maintenance Test/Co-Pilot 41.43
15090 - Technical Instructor 19.20
15095 - Technical Instructor/Course Developer 23.63
15110 - Test Proctor 15.50
15120 - Tutor 15.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 24.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.89
21030 - Material Coordinator 19.03
21040 - Material Expediter 19.03
21050 - Material Handling Laborer 14.54
21071 - Order Filler 13.10
21080 - Production Line Worker (Food Processing) 16.89
21110 - Shipping Packer 16.07
21130 - Shipping/Receiving Clerk 16.07
21140 - Store Worker I 15.84
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 16.89
21410 - Warehouse Specialist 16.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.10
23019 - Aircraft Logs and Records Technician 22.23
23021 - Aircraft Mechanic I 25.13
23022 - Aircraft Mechanic II 26.10
23023 - Aircraft Mechanic III 26.93
23040 - Aircraft Mechanic Helper 20.52
23050 - Aircraft Painter 24.14
23060 - Aircraft Servicer 22.23
23070 - Aircraft Survival Flight Equipment Technician 24.14
23080 - Aircraft Worker 23.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.14

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.13
23110 - Appliance Mechanic 24.14
23120 - Bicycle Repairer 19.94
23125 - Cable Splicer 37.95
23130 - Carpenter Maintenance 22.44
23140 - Carpet Layer 23.14
23160 - Electrician Maintenance 28.99
23181 - Electronics Technician Maintenance I 24.84
23182 - Electronics Technician Maintenance II 25.92
23183 - Electronics Technician Maintenance III 26.98
23260 - Fabric Worker 22.23
23290 - Fire Alarm System Mechanic 23.24
23310 - Fire Extinguisher Repairer 21.38
23311 - Fuel Distribution System Mechanic 30.05
23312 - Fuel Distribution System Operator 25.56
23370 - General Maintenance Worker 17.47
23380 - Ground Support Equipment Mechanic 25.13
23381 - Ground Support Equipment Servicer 22.23
23382 - Ground Support Equipment Worker 23.14
23391 - Gunsmith I 21.38
23392 - Gunsmith II 23.13
23393 - Gunsmith III 25.13
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.34
23430 - Heavy Equipment Mechanic 23.53
23440 - Heavy Equipment Operator 23.00
23460 - Instrument Mechanic 25.22
23465 - Laboratory/Shelter Mechanic 24.14
23470 - Laborer 14.54
23510 - Locksmith 24.14
23530 - Machinery Maintenance Mechanic 25.02
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 25.22
23592 - Metrology Technician II 26.19
23593 - Metrology Technician III 27.03
23640 - Millwright 25.22
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 23.90
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 23.02
23820 - Pneudraulic Systems Mechanic 25.13
23850 - Rigger 25.13
23870 - Scale Mechanic 23.14
23890 - Sheet-Metal Worker Maintenance 29.88
23910 - Small Engine Mechanic 20.97
23931 - Telecommunications Mechanic I 30.22

23932 - Telecommunications Mechanic II 31.39
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 21.26
23965 - Well Driller 25.13
23970 - Woodcraft Worker 25.13
23980 - Woodworker 20.84
24000 - Personal Needs Occupations
24550 - Case Manager 15.53
24570 - Child Care Attendant 10.08
24580 - Child Care Center Clerk 12.57
24610 - Chore Aide 11.63
24620 - Family Readiness And Support Services Coordinator 15.53
24630 - Homemaker 15.53
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.29
25040 - Sewage Plant Operator 24.21
25070 - Stationary Engineer 25.29
25190 - Ventilation Equipment Tender 20.59
25210 - Water Treatment Plant Operator 24.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.27
27007 - Baggage Inspector 15.42
27008 - Corrections Officer 29.65
27010 - Court Security Officer 28.51
27030 - Detection Dog Handler 17.25
27040 - Detention Officer 29.65
27070 - Firefighter 27.79
27101 - Guard I 15.42
27102 - Guard II 17.25
27131 - Police Officer I 22.40
27132 - Police Officer II 24.89
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.68
28042 - Carnival Equipment Repairer 12.21
28043 - Carnival Worker 10.15
28210 - Gate Attendant/Gate Tender 14.21
28310 - Lifeguard 12.18
28350 - Park Attendant (Aide) 15.90
28510 - Recreation Aide/Health Facility Attendant 11.52
28515 - Recreation Specialist 18.97
28630 - Sports Official 12.66
28690 - Swimming Pool Operator 16.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.37
29020 - Hatch Tender 26.37
29030 - Line Handler 26.37
29041 - Stevedore I 25.01
29042 - Stevedore II 26.90
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 15.89
30022 - Archeological Technician II 17.78
30023 - Archeological Technician III 21.06
30030 - Cartographic Technician 21.06
30040 - Civil Engineering Technician 25.76
30051 - Cryogenic Technician I 24.40
30052 - Cryogenic Technician II 26.96
30061 - Drafter/CAD Operator I 15.89
30062 - Drafter/CAD Operator II 17.78
30063 - Drafter/CAD Operator III 19.83
30064 - Drafter/CAD Operator IV 24.40
30081 - Engineering Technician I 14.72
30082 - Engineering Technician II 16.52
30083 - Engineering Technician III 18.49
30084 - Engineering Technician IV 22.90
30085 - Engineering Technician V 28.01
30086 - Engineering Technician VI 33.89
30090 - Environmental Technician 27.76
30095 - Evidence Control Specialist 20.88
30210 - Laboratory Technician 22.87
30221 - Latent Fingerprint Technician I 24.40
30222 - Latent Fingerprint Technician II 26.96
30240 - Mathematical Technician 23.41
30361 - Paralegal/Legal Assistant I 19.83
30362 - Paralegal/Legal Assistant II 24.56
30363 - Paralegal/Legal Assistant III 30.05
30364 - Paralegal/Legal Assistant IV 36.36
30375 - Petroleum Supply Specialist 25.56
30390 - Photo-Optics Technician 22.37
30395 - Radiation Control Technician 25.56
30461 - Technical Writer I 20.92
30462 - Technical Writer II 25.58
30463 - Technical Writer III 30.97
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 24.40
30502 - Weather Forecaster II 29.68
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.83
30621 - Weather Observer Senior (see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.85
31030 - Bus Driver 21.24

31043 - Driver Courier	14.50
31260 - Parking and Lot Attendant	10.55
31290 - Shuttle Bus Driver	15.15
31310 - Taxi Driver	12.55
31361 - Truckdriver Light	15.15
31362 - Truckdriver Medium	15.75
31363 - Truckdriver Heavy	23.24
31364 - Truckdriver Tractor-Trailer	23.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	10.43
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.39
99252 - Laboratory Animal Caretaker II	12.95
99260 - Marketing Analyst	26.08
99310 - Mortician	25.63
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.87
99711 - Recycling Specialist	21.73
99730 - Refuse Collector	18.88
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	10.38
99830 - Survey Party Chief	22.87
99831 - Surveying Aide	15.27
99832 - Surveying Technician	20.79
99840 - Vending Machine Attendant	15.16
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4241
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Centre

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.22
01035 - Court Reporter		18.50
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.05
01051 - Data Entry Operator I		14.33
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.44
01070 - Document Preparation Clerk		14.73
01090 - Duplicating Machine Operator		14.73
01111 - General Clerk I		14.17
01112 - General Clerk II		15.46

01113 - General Clerk III 17.35
01120 - Housing Referral Assistant 20.62
01141 - Messenger Courier 12.01
01191 - Order Clerk I 13.73
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.50
01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 25.77
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 16.53
01311 - Secretary I 16.53
01312 - Secretary II 18.50
01313 - Secretary III 20.62
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 23.22
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 12.54
01531 - Travel Clerk I 13.31
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.79
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.40
05010 - Automotive Electrician 18.07
05040 - Automotive Glass Installer 17.13
05070 - Automotive Worker 17.13
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.13
05190 - Motor Vehicle Mechanic 18.91
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.13
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.13
05370 - Tire Repairer 15.08
05400 - Transmission Repair Specialist 18.91
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 12.65
07042 - Cook II 14.37
07070 - Dishwasher 10.53
07130 - Food Service Worker 12.89
07210 - Meat Cutter 15.53
07260 - Waiter/Waitress 11.68
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.04

09040 - Furniture Handler 14.14
09080 - Furniture Refinisher 21.01
09090 - Furniture Refinisher Helper 16.32
09110 - Furniture Repairer Minor 18.75
09130 - Upholsterer 21.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.95
11060 - Elevator Operator 14.65
11090 - Gardener 17.94
11122 - Housekeeping Aide 14.65
11150 - Janitor 14.65
11210 - Laborer Grounds Maintenance 14.47
11240 - Maid or Houseman 11.67
11260 - Pruner 13.37
11270 - Tractor Operator 16.70
11330 - Trail Maintenance Worker 14.47
11360 - Window Cleaner 15.86
12000 - Health Occupations
12010 - Ambulance Driver 18.09
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 24.82
12015 - Certified Physical Therapist Assistant 28.04
12020 - Dental Assistant 16.32
12025 - Dental Hygienist 30.98
12030 - EKG Technician 27.42
12035 - Electroneurodiagnostic Technologist 27.42
12040 - Emergency Medical Technician 18.09
12071 - Licensed Practical Nurse I 16.53
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 15.52
12130 - Medical Laboratory Technician 18.51
12160 - Medical Record Clerk 16.68
12190 - Medical Record Technician 20.53
12195 - Medical Transcriptionist 16.17
12210 - Nuclear Medicine Technologist 39.76
12221 - Nursing Assistant I 11.62
12222 - Nursing Assistant II 13.06
12223 - Nursing Assistant III 14.25
12224 - Nursing Assistant IV 16.00
12235 - Optical Dispenser 18.94
12236 - Optical Technician 16.17
12250 - Pharmacy Technician 13.72
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 27.16
12311 - Registered Nurse I 24.97
12312 - Registered Nurse II 30.55
12313 - Registered Nurse II Specialist 30.55
12314 - Registered Nurse III 36.96
12315 - Registered Nurse III Anesthetist 36.96

12316 - Registered Nurse IV		44.30
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		23.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		30.24
13041 - Illustrator I		19.96
13042 - Illustrator II		24.72
13043 - Illustrator III		30.24
13047 - Librarian		27.38
13050 - Library Aide/Clerk		14.42
13054 - Library Information Technology Systems Administrator		24.72
13058 - Library Technician		21.90
13061 - Media Specialist I		17.84
13062 - Media Specialist II		19.96
13063 - Media Specialist III		22.24
13071 - Photographer I		17.84
13072 - Photographer II		19.96
13073 - Photographer III		24.72
13074 - Photographer IV		30.24
13075 - Photographer V		36.58
13090 - Technical Order Library Clerk		19.47
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		28.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.37
15020 - Aircrew Training Devices Instructor (Rated)		31.90
15030 - Air Crew Training Devices Instructor (Pilot)		38.24
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		38.24
15080 - Graphic Artist		22.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		36.85

15086 - Maintenance Test Pilot Rotary Wing 36.85
15088 - Non-Maintenance Test/Co-Pilot 36.85
15090 - Technical Instructor 22.01
15095 - Technical Instructor/Course Developer 26.92
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 24.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.48
21030 - Material Coordinator 25.77
21040 - Material Expediter 25.77
21050 - Material Handling Laborer 18.10
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 19.48
21110 - Shipping Packer 15.94
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.48
21410 - Warehouse Specialist 19.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.47
23019 - Aircraft Logs and Records Technician 19.78
23021 - Aircraft Mechanic I 22.54
23022 - Aircraft Mechanic II 23.47
23023 - Aircraft Mechanic III 24.59
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.78
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.54
23110 - Appliance Mechanic 21.01

23120 - Bicycle Repairer 17.53
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 24.35
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 21.99
23310 - Fire Extinguisher Repairer 18.17
23311 - Fuel Distribution System Mechanic 22.44
23312 - Fuel Distribution System Operator 18.49
23370 - General Maintenance Worker 20.55
23380 - Ground Support Equipment Mechanic 22.54
23381 - Ground Support Equipment Servicer 19.78
23382 - Ground Support Equipment Worker 20.91
23391 - Gunsmith I 18.17
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 25.29
23440 - Heavy Equipment Operator 22.87
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 21.55
23470 - Laborer 14.78
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 23.51
23550 - Machinist Maintenance 21.04
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.26
23640 - Millwright 25.25
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 20.08
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 24.41
23820 - Pneudraulic Systems Mechanic 22.54
23850 - Rigger 22.54
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 27.07
23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 18.79

23965 - Well Driller		21.99
23970 - Woodcraft Worker		22.54
23980 - Woodworker		17.53
24000 - Personal Needs Occupations		
24550 - Case Manager		17.62
24570 - Child Care Attendant		11.68
24580 - Child Care Center Clerk		14.51
24610 - Chore Aide		11.83
24620 - Family Readiness And Support Services Coordinator		17.62
24630 - Homemaker		17.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.99
25040 - Sewage Plant Operator		27.20
25070 - Stationary Engineer		24.99
25190 - Ventilation Equipment Tender		17.79
25210 - Water Treatment Plant Operator		27.20
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.49
27007 - Baggage Inspector		11.92
27008 - Corrections Officer		25.30
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		25.30
27070 - Firefighter		25.30
27101 - Guard I		11.92
27102 - Guard II		14.84
27131 - Police Officer I		33.87
27132 - Police Officer II		37.63
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.20
28042 - Carnival Equipment Repairer		12.04
28043 - Carnival Worker		8.97
28210 - Gate Attendant/Gate Tender		18.93
28310 - Lifeguard		16.01
28350 - Park Attendant (Aide)		21.18
28510 - Recreation Aide/Health Facility Attendant		15.46
28515 - Recreation Specialist		26.24
28630 - Sports Official		16.87
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.51
29020 - Hatch Tender		21.51
29030 - Line Handler		21.51
29041 - Stevedore I		20.33
29042 - Stevedore II		22.51
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		25.99
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.94
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		22.52
30095 - Evidence Control Specialist		22.52
30210 - Laboratory Technician		22.29
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.94
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		33.56
30375 - Petroleum Supply Specialist		27.55
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		27.55
30461 - Technical Writer I		22.74
30462 - Technical Writer II		27.82
30463 - Technical Writer III		33.66
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		16.75
31030 - Bus Driver		22.21
31043 - Driver Courier		15.11
31260 - Parking and Lot Attendant		15.05
31290 - Shuttle Bus Driver		15.65

31310 - Taxi Driver	15.21
31361 - Truckdriver Light	15.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	23.50
31364 - Truckdriver Tractor-Trailer	23.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.31
99050 - Desk Clerk	11.51
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	12.23
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.63
99711 - Recycling Specialist	23.80
99730 - Refuse Collector	19.06
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.74
99831 - Surveying Aide	12.35
99832 - Surveying Technician	18.84
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.11
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4242
Revision No.: 12
Date Of Last Revision: 05/11/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Centre

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.22
01035 - Court Reporter		18.50
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.05
01051 - Data Entry Operator I		14.33
01052 - Data Entry Operator II		15.64
01060 - Dispatcher Motor Vehicle		17.44
01070 - Document Preparation Clerk		14.73

01090 - Duplicating Machine Operator 14.73
01111 - General Clerk I 14.17
01112 - General Clerk II 15.46
01113 - General Clerk III 17.35
01120 - Housing Referral Assistant 20.62
01141 - Messenger Courier 12.01
01191 - Order Clerk I 13.73
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.53
01262 - Personnel Assistant (Employment) II 18.50
01263 - Personnel Assistant (Employment) III 20.62
01270 - Production Control Clerk 25.77
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 16.53
01311 - Secretary I 16.53
01312 - Secretary II 18.50
01313 - Secretary III 20.62
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 23.22
01420 - Survey Worker 17.77
01460 - Switchboard Operator/Receptionist 12.54
01531 - Travel Clerk I 13.31
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.79
01611 - Word Processor I 14.73
01612 - Word Processor II 16.53
01613 - Word Processor III 18.50
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.40
05010 - Automotive Electrician 18.07
05040 - Automotive Glass Installer 17.13
05070 - Automotive Worker 17.13
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.91
05160 - Motor Equipment Metal Worker 17.13
05190 - Motor Vehicle Mechanic 18.91
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.13
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.13
05370 - Tire Repairer 15.08
05400 - Transmission Repair Specialist 18.91
07000 - Food Preparation And Service Occupations
07010 - Baker 13.39
07041 - Cook I 12.65
07042 - Cook II 14.37
07070 - Dishwasher 10.53
07130 - Food Service Worker 12.89
07210 - Meat Cutter 15.53

07260 - Waiter/Waitress	11.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.04
09040 - Furniture Handler	14.14
09080 - Furniture Refinisher	21.01
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer Minor	18.75
09130 - Upholsterer	21.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.95
11060 - Elevator Operator	14.65
11090 - Gardener	17.94
11122 - Housekeeping Aide	14.65
11150 - Janitor	14.65
11210 - Laborer Grounds Maintenance	14.47
11240 - Maid or Houseman	11.67
11260 - Pruner	13.37
11270 - Tractor Operator	16.70
11330 - Trail Maintenance Worker	14.47
11360 - Window Cleaner	15.86
12000 - Health Occupations	
12010 - Ambulance Driver	18.09
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational Therapist Assistant	24.82
12015 - Certified Physical Therapist Assistant	28.04
12020 - Dental Assistant	16.32
12025 - Dental Hygienist	30.98
12030 - EKG Technician	27.42
12035 - Electroneurodiagnostic Technologist	27.42
12040 - Emergency Medical Technician	18.09
12071 - Licensed Practical Nurse I	16.53
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	15.52
12130 - Medical Laboratory Technician	18.51
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	20.53
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	39.76
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	18.94
12236 - Optical Technician	16.17
12250 - Pharmacy Technician	13.72
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	27.16
12311 - Registered Nurse I	24.97
12312 - Registered Nurse II	30.55

12313 - Registered Nurse II Specialist		30.55
12314 - Registered Nurse III		36.96
12315 - Registered Nurse III Anesthetist		36.96
12316 - Registered Nurse IV		44.30
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		23.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		30.24
13041 - Illustrator I		19.96
13042 - Illustrator II		24.72
13043 - Illustrator III		30.24
13047 - Librarian		27.38
13050 - Library Aide/Clerk		14.42
13054 - Library Information Technology Systems Administrator		24.72
13058 - Library Technician		21.90
13061 - Media Specialist I		17.84
13062 - Media Specialist II		19.96
13063 - Media Specialist III		22.24
13071 - Photographer I		17.84
13072 - Photographer II		19.96
13073 - Photographer III		24.72
13074 - Photographer IV		30.24
13075 - Photographer V		36.58
13090 - Technical Order Library Clerk		19.47
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		28.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.37
15020 - Aircrew Training Devices Instructor (Rated)		31.90
15030 - Air Crew Training Devices Instructor (Pilot)		38.24
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		32.16

15070 - Flight Instructor (Pilot) 38.24
15080 - Graphic Artist 22.62
15085 - Maintenance Test Pilot Fixed Jet/Prop 36.85
15086 - Maintenance Test Pilot Rotary Wing 36.85
15088 - Non-Maintenance Test/Co-Pilot 36.85
15090 - Technical Instructor 22.01
15095 - Technical Instructor/Course Developer 26.92
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.01
19040 - Tool And Die Maker 24.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.48
21030 - Material Coordinator 25.77
21040 - Material Expediter 25.77
21050 - Material Handling Laborer 18.10
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 19.48
21110 - Shipping Packer 15.94
21130 - Shipping/Receiving Clerk 15.94
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 19.48
21410 - Warehouse Specialist 19.48
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.47
23019 - Aircraft Logs and Records Technician 19.78
23021 - Aircraft Mechanic I 22.54
23022 - Aircraft Mechanic II 23.47
23023 - Aircraft Mechanic III 24.59
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.09
23060 - Aircraft Servicer 19.78
23070 - Aircraft Survival Flight Equipment Technician 22.09
23080 - Aircraft Worker 20.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.91

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.54
23110 - Appliance Mechanic 21.01
23120 - Bicycle Repairer 17.53
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.92
23160 - Electrician Maintenance 24.35
23181 - Electronics Technician Maintenance I 21.91
23182 - Electronics Technician Maintenance II 23.12
23183 - Electronics Technician Maintenance III 24.60
23260 - Fabric Worker 19.30
23290 - Fire Alarm System Mechanic 21.99
23310 - Fire Extinguisher Repairer 18.17
23311 - Fuel Distribution System Mechanic 22.44
23312 - Fuel Distribution System Operator 18.49
23370 - General Maintenance Worker 20.55
23380 - Ground Support Equipment Mechanic 22.54
23381 - Ground Support Equipment Servicer 19.78
23382 - Ground Support Equipment Worker 20.91
23391 - Gunsmith I 18.17
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 25.29
23440 - Heavy Equipment Operator 22.87
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 21.55
23470 - Laborer 14.78
23510 - Locksmith 21.01
23530 - Machinery Maintenance Mechanic 23.51
23550 - Machinist Maintenance 21.04
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.26
23640 - Millwright 25.25
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 20.08
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 24.41
23820 - Pneudraulic Systems Mechanic 22.54
23850 - Rigger 22.54
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 19.92
23931 - Telecommunications Mechanic I 27.07

23932 - Telecommunications Mechanic II 28.18
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 18.79
23965 - Well Driller 21.99
23970 - Woodcraft Worker 22.54
23980 - Woodworker 17.53
24000 - Personal Needs Occupations
24550 - Case Manager 17.62
24570 - Child Care Attendant 11.68
24580 - Child Care Center Clerk 14.51
24610 - Chore Aide 11.83
24620 - Family Readiness And Support Services Coordinator 17.62
24630 - Homemaker 17.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.99
25040 - Sewage Plant Operator 27.20
25070 - Stationary Engineer 24.99
25190 - Ventilation Equipment Tender 17.79
25210 - Water Treatment Plant Operator 27.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.49
27007 - Baggage Inspector 11.92
27008 - Corrections Officer 25.30
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 25.30
27070 - Firefighter 25.30
27101 - Guard I 11.92
27102 - Guard II 14.84
27131 - Police Officer I 33.87
27132 - Police Officer II 37.63
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.20
28042 - Carnival Equipment Repairer 12.04
28043 - Carnival Worker 8.97
28210 - Gate Attendant/Gate Tender 18.93
28310 - Lifeguard 16.01
28350 - Park Attendant (Aide) 21.18
28510 - Recreation Aide/Health Facility Attendant 15.46
28515 - Recreation Specialist 26.24
28630 - Sports Official 16.87
28690 - Swimming Pool Operator 18.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.51
29020 - Hatch Tender 21.51
29030 - Line Handler 21.51
29041 - Stevedore I 20.33
29042 - Stevedore II 22.51
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 25.99
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.94
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 22.52
30095 - Evidence Control Specialist 22.52
30210 - Laboratory Technician 22.29
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.94
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 27.55
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 27.55
30461 - Technical Writer I 22.74
30462 - Technical Writer II 27.82
30463 - Technical Writer III 33.66
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.75
31030 - Bus Driver 22.21

31043 - Driver Courier	15.11
31260 - Parking and Lot Attendant	15.05
31290 - Shuttle Bus Driver	15.65
31310 - Taxi Driver	15.21
31361 - Truckdriver Light	15.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	23.50
31364 - Truckdriver Tractor-Trailer	23.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.31
99050 - Desk Clerk	11.51
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	12.23
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.63
99711 - Recycling Specialist	23.80
99730 - Refuse Collector	19.06
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	15.02
99830 - Survey Party Chief	20.74
99831 - Surveying Aide	12.35
99832 - Surveying Technician	18.84
99840 - Vending Machine Attendant	20.57
99841 - Vending Machine Repairer	25.11
99842 - Vending Machine Repairer Helper	20.57

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4243
Revision No.: 14
Date Of Last Revision: 02/22/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lycoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.94
01012 - Accounting Clerk II		15.65
01013 - Accounting Clerk III		17.51
01020 - Administrative Assistant		21.88
01035 - Court Reporter		16.86
01041 - Customer Service Representative I		12.14
01042 - Customer Service Representative II		13.65
01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.60
01060 - Dispatcher Motor Vehicle		22.07
01070 - Document Preparation Clerk		13.43
01090 - Duplicating Machine Operator		13.43
01111 - General Clerk I		13.02
01112 - General Clerk II		14.20

01113 - General Clerk III 15.94
01120 - Housing Referral Assistant 18.80
01141 - Messenger Courier 11.32
01191 - Order Clerk I 12.80
01192 - Order Clerk II 14.89
01261 - Personnel Assistant (Employment) I 17.25
01262 - Personnel Assistant (Employment) II 19.30
01263 - Personnel Assistant (Employment) III 21.52
01270 - Production Control Clerk 22.51
01290 - Rental Clerk 13.68
01300 - Scheduler Maintenance 15.07
01311 - Secretary I 15.07
01312 - Secretary II 16.86
01313 - Secretary III 18.80
01320 - Service Order Dispatcher 20.05
01410 - Supply Technician 21.88
01420 - Survey Worker 15.90
01460 - Switchboard Operator/Receptionist 12.94
01531 - Travel Clerk I 13.89
01532 - Travel Clerk II 14.69
01533 - Travel Clerk III 15.74
01611 - Word Processor I 13.43
01612 - Word Processor II 15.07
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.00
05010 - Automotive Electrician 18.78
05040 - Automotive Glass Installer 18.00
05070 - Automotive Worker 18.00
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.55
05160 - Motor Equipment Metal Worker 18.00
05190 - Motor Vehicle Mechanic 19.55
05220 - Motor Vehicle Mechanic Helper 15.85
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.00
05310 - Painter Automotive 18.78
05340 - Radiator Repair Specialist 18.00
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 19.55
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 13.83
07042 - Cook II 15.21
07070 - Dishwasher 9.88
07130 - Food Service Worker 10.30
07210 - Meat Cutter 15.03
07260 - Waiter/Waitress 9.94
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.32

09040 - Furniture Handler 15.22
09080 - Furniture Refinisher 18.42
09090 - Furniture Refinisher Helper 15.92
09110 - Furniture Repairer Minor 17.05
09130 - Upholsterer 18.42
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.10
11060 - Elevator Operator 12.15
11090 - Gardener 18.16
11122 - Housekeeping Aide 12.15
11150 - Janitor 12.15
11210 - Laborer Grounds Maintenance 15.16
11240 - Maid or Houseman 9.26
11260 - Pruner 14.24
11270 - Tractor Operator 17.22
11330 - Trail Maintenance Worker 15.16
11360 - Window Cleaner 12.93
12000 - Health Occupations
12010 - Ambulance Driver 15.17
12011 - Breath Alcohol Technician 19.04
12012 - Certified Occupational Therapist Assistant 26.51
12015 - Certified Physical Therapist Assistant 26.73
12020 - Dental Assistant 19.80
12025 - Dental Hygienist 31.82
12030 - EKG Technician 28.84
12035 - Electroneurodiagnostic Technologist 28.84
12040 - Emergency Medical Technician 15.17
12071 - Licensed Practical Nurse I 17.01
12072 - Licensed Practical Nurse II 19.04
12073 - Licensed Practical Nurse III 21.22
12100 - Medical Assistant 14.95
12130 - Medical Laboratory Technician 17.01
12160 - Medical Record Clerk 16.06
12190 - Medical Record Technician 21.45
12195 - Medical Transcriptionist 17.01
12210 - Nuclear Medicine Technologist 41.83
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.87
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.76
12235 - Optical Dispenser 19.04
12236 - Optical Technician 17.01
12250 - Pharmacy Technician 13.30
12280 - Phlebotomist 17.01
12305 - Radiologic Technologist 28.84
12311 - Registered Nurse I 23.19
12312 - Registered Nurse II 28.37
12313 - Registered Nurse II Specialist 28.37
12314 - Registered Nurse III 34.32
12315 - Registered Nurse III Anesthetist 34.32

12316 - Registered Nurse IV		41.13
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		19.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.94
13012 - Exhibits Specialist II		25.94
13013 - Exhibits Specialist III		31.73
13041 - Illustrator I		20.94
13042 - Illustrator II		25.94
13043 - Illustrator III		31.73
13047 - Librarian		28.73
13050 - Library Aide/Clerk		14.04
13054 - Library Information Technology Systems Administrator		25.94
13058 - Library Technician		19.09
13061 - Media Specialist I		18.72
13062 - Media Specialist II		20.94
13063 - Media Specialist III		23.35
13071 - Photographer I		18.72
13072 - Photographer II		20.94
13073 - Photographer III		25.94
13074 - Photographer IV		31.73
13075 - Photographer V		38.39
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		18.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.29
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.15
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		28.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		41.02
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		31.64
15070 - Flight Instructor (Pilot)		41.02
15080 - Graphic Artist		19.03
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.41

15086 - Maintenance Test Pilot Rotary Wing 40.41
15088 - Non-Maintenance Test/Co-Pilot 40.41
15090 - Technical Instructor 20.88
15095 - Technical Instructor/Course Developer 25.54
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.97
19040 - Tool And Die Maker 24.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.75
21030 - Material Coordinator 22.51
21040 - Material Expediter 22.51
21050 - Material Handling Laborer 13.30
21071 - Order Filler 10.70
21080 - Production Line Worker (Food Processing) 18.75
21110 - Shipping Packer 15.80
21130 - Shipping/Receiving Clerk 15.80
21140 - Store Worker I 15.84
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 18.75
21410 - Warehouse Specialist 18.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.04
23019 - Aircraft Logs and Records Technician 19.98
23021 - Aircraft Mechanic I 23.06
23022 - Aircraft Mechanic II 24.04
23023 - Aircraft Mechanic III 24.98
23040 - Aircraft Mechanic Helper 18.15
23050 - Aircraft Painter 22.06
23060 - Aircraft Servicer 19.98
23070 - Aircraft Survival Flight Equipment Technician 22.06
23080 - Aircraft Worker 21.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.06
23110 - Appliance Mechanic 22.06

23120 - Bicycle Repairer	18.46
23125 - Cable Splicer	29.00
23130 - Carpenter Maintenance	22.02
23140 - Carpet Layer	21.04
23160 - Electrician Maintenance	24.78
23181 - Electronics Technician Maintenance I	23.90
23182 - Electronics Technician Maintenance II	24.81
23183 - Electronics Technician Maintenance III	26.09
23260 - Fabric Worker	19.93
23290 - Fire Alarm System Mechanic	23.06
23310 - Fire Extinguisher Repairer	19.13
23311 - Fuel Distribution System Mechanic	23.06
23312 - Fuel Distribution System Operator	19.13
23370 - General Maintenance Worker	17.97
23380 - Ground Support Equipment Mechanic	23.06
23381 - Ground Support Equipment Servicer	19.98
23382 - Ground Support Equipment Worker	21.04
23391 - Gunsmith I	19.13
23392 - Gunsmith II	21.04
23393 - Gunsmith III	23.06
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.63
23430 - Heavy Equipment Mechanic	25.70
23440 - Heavy Equipment Operator	22.44
23460 - Instrument Mechanic	23.06
23465 - Laboratory/Shelter Mechanic	22.06
23470 - Laborer	13.30
23510 - Locksmith	22.06
23530 - Machinery Maintenance Mechanic	23.36
23550 - Machinist Maintenance	24.97
23580 - Maintenance Trades Helper	17.03
23591 - Metrology Technician I	23.06
23592 - Metrology Technician II	24.04
23593 - Metrology Technician III	24.98
23640 - Millwright	23.33
23710 - Office Appliance Repairer	22.06
23760 - Painter Maintenance	22.06
23790 - Pipefitter Maintenance	23.55
23810 - Plumber Maintenance	23.02
23820 - Pneudraulic Systems Mechanic	23.06
23850 - Rigger	23.06
23870 - Scale Mechanic	21.04
23890 - Sheet-Metal Worker Maintenance	24.00
23910 - Small Engine Mechanic	19.06
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	25.36
23950 - Telephone Lineman	25.83
23960 - Welder Combination Maintenance	20.89

23965 - Well Driller	22.91
23970 - Woodcraft Worker	23.06
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24550 - Case Manager	14.79
24570 - Child Care Attendant	9.53
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	11.68
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	14.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	22.50
25070 - Stationary Engineer	23.10
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant Operator	22.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.71
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	21.00
27010 - Court Security Officer	20.72
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	21.00
27070 - Firefighter	21.25
27101 - Guard I	11.94
27102 - Guard II	15.71
27131 - Police Officer I	26.65
27132 - Police Officer II	29.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.39
28042 - Carnival Equipment Repairer	11.88
28043 - Carnival Worker	9.69
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	13.22
28350 - Park Attendant (Aide)	16.61
28510 - Recreation Aide/Health Facility Attendant	12.12
28515 - Recreation Specialist	20.13
28630 - Sports Official	13.22
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.05
29020 - Hatch Tender	21.05
29030 - Line Handler	21.05
29041 - Stevedore I	20.08
29042 - Stevedore II	22.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.63

30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.17
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.17
30040 - Civil Engineering Technician 23.42
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.05
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.17
30063 - Drafter/CAD Operator III 21.38
30064 - Drafter/CAD Operator IV 26.31
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 17.93
30083 - Engineering Technician III 20.06
30084 - Engineering Technician IV 24.85
30085 - Engineering Technician V 30.40
30086 - Engineering Technician VI 36.78
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 23.60
30210 - Laboratory Technician 21.38
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.05
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 18.22
30362 - Paralegal/Legal Assistant II 22.57
30363 - Paralegal/Legal Assistant III 27.61
30364 - Paralegal/Legal Assistant IV 33.40
30375 - Petroleum Supply Specialist 28.89
30390 - Photo-Optics Technician 22.88
30395 - Radiation Control Technician 28.89
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.05
30463 - Technical Writer III 35.15
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.38
30621 - Weather Observer Senior (see 2) 23.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.00
31030 - Bus Driver 20.66
31043 - Driver Courier 15.02
31260 - Parking and Lot Attendant 15.46
31290 - Shuttle Bus Driver 15.59

31310 - Taxi Driver	14.05
31361 - Truckdriver Light	15.59
31362 - Truckdriver Medium	16.32
31363 - Truckdriver Heavy	21.64
31364 - Truckdriver Tractor-Trailer	21.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.17
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.47
99252 - Laboratory Animal Caretaker II	18.35
99260 - Marketing Analyst	24.10
99310 - Mortician	25.63
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	21.73
99730 - Refuse Collector	18.14
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	13.34
99830 - Survey Party Chief	25.14
99831 - Surveying Aide	16.79
99832 - Surveying Technician	22.85
99840 - Vending Machine Attendant	19.55
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	19.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4244
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Lycoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.94
01012 - Accounting Clerk II		15.65
01013 - Accounting Clerk III		17.51
01020 - Administrative Assistant		21.88
01035 - Court Reporter		16.86
01041 - Customer Service Representative I		12.14
01042 - Customer Service Representative II		13.65
01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.60
01060 - Dispatcher Motor Vehicle		22.07
01070 - Document Preparation Clerk		13.43

01090 - Duplicating Machine Operator 13.43
01111 - General Clerk I 13.02
01112 - General Clerk II 14.20
01113 - General Clerk III 15.94
01120 - Housing Referral Assistant 18.80
01141 - Messenger Courier 11.32
01191 - Order Clerk I 12.80
01192 - Order Clerk II 14.89
01261 - Personnel Assistant (Employment) I 17.25
01262 - Personnel Assistant (Employment) II 19.30
01263 - Personnel Assistant (Employment) III 21.52
01270 - Production Control Clerk 22.51
01290 - Rental Clerk 13.68
01300 - Scheduler Maintenance 15.07
01311 - Secretary I 15.07
01312 - Secretary II 16.86
01313 - Secretary III 18.80
01320 - Service Order Dispatcher 20.05
01410 - Supply Technician 21.88
01420 - Survey Worker 15.90
01460 - Switchboard Operator/Receptionist 12.94
01531 - Travel Clerk I 13.89
01532 - Travel Clerk II 14.69
01533 - Travel Clerk III 15.74
01611 - Word Processor I 13.43
01612 - Word Processor II 15.07
01613 - Word Processor III 16.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.00
05010 - Automotive Electrician 18.78
05040 - Automotive Glass Installer 18.00
05070 - Automotive Worker 18.00
05110 - Mobile Equipment Servicer 16.64
05130 - Motor Equipment Metal Mechanic 19.55
05160 - Motor Equipment Metal Worker 18.00
05190 - Motor Vehicle Mechanic 19.55
05220 - Motor Vehicle Mechanic Helper 15.85
05250 - Motor Vehicle Upholstery Worker 17.29
05280 - Motor Vehicle Wrecker 18.00
05310 - Painter Automotive 18.78
05340 - Radiator Repair Specialist 18.00
05370 - Tire Repairer 14.73
05400 - Transmission Repair Specialist 19.55
07000 - Food Preparation And Service Occupations
07010 - Baker 13.41
07041 - Cook I 13.83
07042 - Cook II 15.21
07070 - Dishwasher 9.88
07130 - Food Service Worker 10.30
07210 - Meat Cutter 15.03

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.32
09040 - Furniture Handler	15.22
09080 - Furniture Refinisher	18.42
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.10
11060 - Elevator Operator	12.15
11090 - Gardener	18.16
11122 - Housekeeping Aide	12.15
11150 - Janitor	12.15
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	9.26
11260 - Pruner	14.24
11270 - Tractor Operator	17.22
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	12.93
12000 - Health Occupations	
12010 - Ambulance Driver	15.17
12011 - Breath Alcohol Technician	19.04
12012 - Certified Occupational Therapist Assistant	26.51
12015 - Certified Physical Therapist Assistant	26.73
12020 - Dental Assistant	19.80
12025 - Dental Hygienist	31.82
12030 - EKG Technician	28.84
12035 - Electroneurodiagnostic Technologist	28.84
12040 - Emergency Medical Technician	15.17
12071 - Licensed Practical Nurse I	17.01
12072 - Licensed Practical Nurse II	19.04
12073 - Licensed Practical Nurse III	21.22
12100 - Medical Assistant	14.95
12130 - Medical Laboratory Technician	17.01
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	21.45
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	41.83
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.76
12235 - Optical Dispenser	19.04
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	13.30
12280 - Phlebotomist	17.01
12305 - Radiologic Technologist	28.84
12311 - Registered Nurse I	23.19
12312 - Registered Nurse II	28.37

12313 - Registered Nurse II Specialist		28.37
12314 - Registered Nurse III		34.32
12315 - Registered Nurse III Anesthetist		34.32
12316 - Registered Nurse IV		41.13
12317 - Scheduler (Drug and Alcohol Testing)		23.58
12320 - Substance Abuse Treatment Counselor		19.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.94
13012 - Exhibits Specialist II		25.94
13013 - Exhibits Specialist III		31.73
13041 - Illustrator I		20.94
13042 - Illustrator II		25.94
13043 - Illustrator III		31.73
13047 - Librarian		28.73
13050 - Library Aide/Clerk		14.04
13054 - Library Information Technology Systems Administrator		25.94
13058 - Library Technician		19.09
13061 - Media Specialist I		18.72
13062 - Media Specialist II		20.94
13063 - Media Specialist III		23.35
13071 - Photographer I		18.72
13072 - Photographer II		20.94
13073 - Photographer III		25.94
13074 - Photographer IV		31.73
13075 - Photographer V		38.39
13090 - Technical Order Library Clerk		20.94
13110 - Video Teleconference Technician		18.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.35
14042 - Computer Operator II		18.29
14043 - Computer Operator III		20.49
14044 - Computer Operator IV		22.66
14045 - Computer Operator V		25.15
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.35
14160 - Personal Computer Support Technician		22.66
14170 - System Support Specialist		11.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		41.02
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		31.64

15070 - Flight Instructor (Pilot) 41.02
15080 - Graphic Artist 19.03
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.41
15086 - Maintenance Test Pilot Rotary Wing 40.41
15088 - Non-Maintenance Test/Co-Pilot 40.41
15090 - Technical Instructor 20.88
15095 - Technical Instructor/Course Developer 25.54
15110 - Test Proctor 16.86
15120 - Tutor 16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.28
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.30
16220 - Tailor 16.31
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.97
19040 - Tool And Die Maker 24.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.75
21030 - Material Coordinator 22.51
21040 - Material Expediter 22.51
21050 - Material Handling Laborer 13.30
21071 - Order Filler 10.70
21080 - Production Line Worker (Food Processing) 18.75
21110 - Shipping Packer 15.80
21130 - Shipping/Receiving Clerk 15.80
21140 - Store Worker I 15.84
21150 - Stock Clerk 18.40
21210 - Tools And Parts Attendant 18.75
21410 - Warehouse Specialist 18.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.04
23019 - Aircraft Logs and Records Technician 19.98
23021 - Aircraft Mechanic I 23.06
23022 - Aircraft Mechanic II 24.04
23023 - Aircraft Mechanic III 24.98
23040 - Aircraft Mechanic Helper 18.15
23050 - Aircraft Painter 22.06
23060 - Aircraft Servicer 19.98
23070 - Aircraft Survival Flight Equipment Technician 22.06
23080 - Aircraft Worker 21.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.04

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.06
23110 - Appliance Mechanic 22.06
23120 - Bicycle Repairer 18.46
23125 - Cable Splicer 29.00
23130 - Carpenter Maintenance 22.02
23140 - Carpet Layer 21.04
23160 - Electrician Maintenance 24.78
23181 - Electronics Technician Maintenance I 23.90
23182 - Electronics Technician Maintenance II 24.81
23183 - Electronics Technician Maintenance III 26.09
23260 - Fabric Worker 19.93
23290 - Fire Alarm System Mechanic 23.06
23310 - Fire Extinguisher Repairer 19.13
23311 - Fuel Distribution System Mechanic 23.06
23312 - Fuel Distribution System Operator 19.13
23370 - General Maintenance Worker 17.97
23380 - Ground Support Equipment Mechanic 23.06
23381 - Ground Support Equipment Servicer 19.98
23382 - Ground Support Equipment Worker 21.04
23391 - Gunsmith I 19.13
23392 - Gunsmith II 21.04
23393 - Gunsmith III 23.06
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.63
23430 - Heavy Equipment Mechanic 25.70
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 23.06
23465 - Laboratory/Shelter Mechanic 22.06
23470 - Laborer 13.30
23510 - Locksmith 22.06
23530 - Machinery Maintenance Mechanic 23.36
23550 - Machinist Maintenance 24.97
23580 - Maintenance Trades Helper 17.03
23591 - Metrology Technician I 23.06
23592 - Metrology Technician II 24.04
23593 - Metrology Technician III 24.98
23640 - Millwright 23.33
23710 - Office Appliance Repairer 22.06
23760 - Painter Maintenance 22.06
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 23.02
23820 - Pneudraulic Systems Mechanic 23.06
23850 - Rigger 23.06
23870 - Scale Mechanic 21.04
23890 - Sheet-Metal Worker Maintenance 24.00
23910 - Small Engine Mechanic 19.06
23931 - Telecommunications Mechanic I 24.64

23932 - Telecommunications Mechanic II 25.36
23950 - Telephone Lineman 25.83
23960 - Welder Combination Maintenance 20.89
23965 - Well Driller 22.91
23970 - Woodcraft Worker 23.06
23980 - Woodworker 18.63
24000 - Personal Needs Occupations
24550 - Case Manager 14.79
24570 - Child Care Attendant 9.53
24580 - Child Care Center Clerk 12.08
24610 - Chore Aide 11.68
24620 - Family Readiness And Support Services Coordinator 14.79
24630 - Homemaker 14.79
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.10
25040 - Sewage Plant Operator 22.50
25070 - Stationary Engineer 23.10
25190 - Ventilation Equipment Tender 19.31
25210 - Water Treatment Plant Operator 22.50
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.71
27007 - Baggage Inspector 11.94
27008 - Corrections Officer 21.00
27010 - Court Security Officer 20.72
27030 - Detection Dog Handler 15.71
27040 - Detention Officer 21.00
27070 - Firefighter 21.25
27101 - Guard I 11.94
27102 - Guard II 15.71
27131 - Police Officer I 26.65
27132 - Police Officer II 29.61
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.39
28042 - Carnival Equipment Repairer 11.88
28043 - Carnival Worker 9.69
28210 - Gate Attendant/Gate Tender 14.84
28310 - Lifeguard 13.22
28350 - Park Attendant (Aide) 16.61
28510 - Recreation Aide/Health Facility Attendant 12.12
28515 - Recreation Specialist 20.13
28630 - Sports Official 13.22
28690 - Swimming Pool Operator 16.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.05
29020 - Hatch Tender 21.05
29030 - Line Handler 21.05
29041 - Stevedore I 20.08
29042 - Stevedore II 22.06
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.17
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.17
30040 - Civil Engineering Technician 23.42
30051 - Cryogenic Technician I 26.31
30052 - Cryogenic Technician II 29.05
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.17
30063 - Drafter/CAD Operator III 21.38
30064 - Drafter/CAD Operator IV 26.31
30081 - Engineering Technician I 15.98
30082 - Engineering Technician II 17.93
30083 - Engineering Technician III 20.06
30084 - Engineering Technician IV 24.85
30085 - Engineering Technician V 30.40
30086 - Engineering Technician VI 36.78
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 23.60
30210 - Laboratory Technician 21.38
30221 - Latent Fingerprint Technician I 26.31
30222 - Latent Fingerprint Technician II 29.05
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 18.22
30362 - Paralegal/Legal Assistant II 22.57
30363 - Paralegal/Legal Assistant III 27.61
30364 - Paralegal/Legal Assistant IV 33.40
30375 - Petroleum Supply Specialist 28.89
30390 - Photo-Optics Technician 22.88
30395 - Radiation Control Technician 28.89
30461 - Technical Writer I 23.75
30462 - Technical Writer II 29.05
30463 - Technical Writer III 35.15
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 26.31
30502 - Weather Forecaster II 32.00
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.38
30621 - Weather Observer Senior (see 2) 23.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.00
31030 - Bus Driver 20.66

31043 - Driver Courier	15.02
31260 - Parking and Lot Attendant	15.46
31290 - Shuttle Bus Driver	15.59
31310 - Taxi Driver	14.05
31361 - Truckdriver Light	15.59
31362 - Truckdriver Medium	16.32
31363 - Truckdriver Heavy	21.64
31364 - Truckdriver Tractor-Trailer	21.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.65
99050 - Desk Clerk	10.17
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.47
99252 - Laboratory Animal Caretaker II	18.35
99260 - Marketing Analyst	24.10
99310 - Mortician	25.63
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	21.73
99730 - Refuse Collector	18.14
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	13.34
99830 - Survey Party Chief	25.14
99831 - Surveying Aide	16.79
99832 - Surveying Technician	22.85
99840 - Vending Machine Attendant	19.55
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	19.55

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4245
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.25
01020 - Administrative Assistant		24.86
01035 - Court Reporter		18.76
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.49
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher Motor Vehicle		21.20
01070 - Document Preparation Clerk		15.20
01090 - Duplicating Machine Operator		15.20
01111 - General Clerk I		14.99
01112 - General Clerk II		16.35

01113 - General Clerk III 18.36
01120 - Housing Referral Assistant 20.92
01141 - Messenger Courier 12.76
01191 - Order Clerk I 14.85
01192 - Order Clerk II 16.20
01261 - Personnel Assistant (Employment) I 17.45
01262 - Personnel Assistant (Employment) II 19.52
01263 - Personnel Assistant (Employment) III 21.76
01270 - Production Control Clerk 22.35
01290 - Rental Clerk 15.62
01300 - Scheduler Maintenance 16.77
01311 - Secretary I 16.77
01312 - Secretary II 18.76
01313 - Secretary III 20.92
01320 - Service Order Dispatcher 18.95
01410 - Supply Technician 24.86
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 13.86
01531 - Travel Clerk I 16.09
01532 - Travel Clerk II 17.26
01533 - Travel Clerk III 18.49
01611 - Word Processor I 15.86
01612 - Word Processor II 17.81
01613 - Word Processor III 19.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.66
05010 - Automotive Electrician 18.25
05040 - Automotive Glass Installer 17.33
05070 - Automotive Worker 17.33
05110 - Mobile Equipment Servicer 15.68
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.33
05190 - Motor Vehicle Mechanic 19.16
05220 - Motor Vehicle Mechanic Helper 16.42
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.33
05310 - Painter Automotive 18.25
05340 - Radiator Repair Specialist 17.33
05370 - Tire Repairer 16.21
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.53
07041 - Cook I 13.67
07042 - Cook II 15.27
07070 - Dishwasher 10.23
07130 - Food Service Worker 10.51
07210 - Meat Cutter 18.70
07260 - Waiter/Waitress 10.76
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.22

09040 - Furniture Handler 13.45
09080 - Furniture Refinisher 17.49
09090 - Furniture Refinisher Helper 14.41
09110 - Furniture Repairer Minor 15.85
09130 - Upholsterer 17.27
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.49
11060 - Elevator Operator 13.22
11090 - Gardener 18.76
11122 - Housekeeping Aide 13.22
11150 - Janitor 13.22
11210 - Laborer Grounds Maintenance 15.46
11240 - Maid or Houseman 10.31
11260 - Pruner 14.37
11270 - Tractor Operator 17.66
11330 - Trail Maintenance Worker 15.46
11360 - Window Cleaner 14.22
12000 - Health Occupations
12010 - Ambulance Driver 16.64
12011 - Breath Alcohol Technician 19.28
12012 - Certified Occupational Therapist Assistant 24.59
12015 - Certified Physical Therapist Assistant 30.09
12020 - Dental Assistant 18.04
12025 - Dental Hygienist 35.92
12030 - EKG Technician 23.66
12035 - Electroneurodiagnostic Technologist 23.66
12040 - Emergency Medical Technician 16.64
12071 - Licensed Practical Nurse I 17.30
12072 - Licensed Practical Nurse II 19.36
12073 - Licensed Practical Nurse III 21.58
12100 - Medical Assistant 16.60
12130 - Medical Laboratory Technician 22.14
12160 - Medical Record Clerk 16.29
12190 - Medical Record Technician 18.23
12195 - Medical Transcriptionist 19.37
12210 - Nuclear Medicine Technologist 42.48
12221 - Nursing Assistant I 12.90
12222 - Nursing Assistant II 14.51
12223 - Nursing Assistant III 15.83
12224 - Nursing Assistant IV 17.77
12235 - Optical Dispenser 17.19
12236 - Optical Technician 16.99
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 17.16
12305 - Radiologic Technologist 26.57
12311 - Registered Nurse I 26.52
12312 - Registered Nurse II 32.45
12313 - Registered Nurse II Specialist 32.45
12314 - Registered Nurse III 39.25
12315 - Registered Nurse III Anesthetist 39.25

12316 - Registered Nurse IV		47.05
12317 - Scheduler (Drug and Alcohol Testing)		23.99
12320 - Substance Abuse Treatment Counselor		24.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.00
13012 - Exhibits Specialist II		27.25
13013 - Exhibits Specialist III		33.33
13041 - Illustrator I		22.00
13042 - Illustrator II		27.25
13043 - Illustrator III		33.33
13047 - Librarian		30.17
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		27.24
13058 - Library Technician		17.83
13061 - Media Specialist I		19.67
13062 - Media Specialist II		22.00
13063 - Media Specialist III		24.51
13071 - Photographer I		14.51
13072 - Photographer II		16.24
13073 - Photographer III		20.12
13074 - Photographer IV		24.60
13075 - Photographer V		29.77
13090 - Technical Order Library Clerk		19.65
13110 - Video Teleconference Technician		19.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.72
14042 - Computer Operator II		19.82
14043 - Computer Operator III		22.10
14044 - Computer Operator IV		24.55
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	24.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.72
14160 - Personal Computer Support Technician		24.55
14170 - System Support Specialist		31.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.89
15030 - Air Crew Training Devices Instructor (Pilot)		44.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		27.54
15070 - Flight Instructor (Pilot)		44.22
15080 - Graphic Artist		20.04
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 22.81
15095 - Technical Instructor/Course Developer 27.90
15110 - Test Proctor 18.41
15120 - Tutor 18.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.81
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.70
16220 - Tailor 15.50
16250 - Washer Machine 11.75
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.12
19040 - Tool And Die Maker 25.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 15.84
21071 - Order Filler 14.10
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 19.60
21130 - Shipping/Receiving Clerk 19.60
21140 - Store Worker I 15.54
21150 - Stock Clerk 19.44
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.01
23019 - Aircraft Logs and Records Technician 22.14
23021 - Aircraft Mechanic I 25.80
23022 - Aircraft Mechanic II 27.01
23023 - Aircraft Mechanic III 28.26
23040 - Aircraft Mechanic Helper 19.67
23050 - Aircraft Painter 24.57
23060 - Aircraft Servicer 22.14
23070 - Aircraft Survival Flight Equipment Technician 24.57
23080 - Aircraft Worker 23.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.80
23110 - Appliance Mechanic 24.18

23120 - Bicycle Repairer 20.89
23125 - Cable Splicer 43.38
23130 - Carpenter Maintenance 22.40
23140 - Carpet Layer 23.34
23160 - Electrician Maintenance 26.79
23181 - Electronics Technician Maintenance I 25.47
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 28.16
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 24.32
23310 - Fire Extinguisher Repairer 20.89
23311 - Fuel Distribution System Mechanic 27.42
23312 - Fuel Distribution System Operator 22.21
23370 - General Maintenance Worker 20.25
23380 - Ground Support Equipment Mechanic 25.80
23381 - Ground Support Equipment Servicer 22.14
23382 - Ground Support Equipment Worker 23.34
23391 - Gunsmith I 20.89
23392 - Gunsmith II 23.34
23393 - Gunsmith III 25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.10
23430 - Heavy Equipment Mechanic 24.15
23440 - Heavy Equipment Operator 24.46
23460 - Instrument Mechanic 25.80
23465 - Laboratory/Shelter Mechanic 24.57
23470 - Laborer 15.84
23510 - Locksmith 24.57
23530 - Machinery Maintenance Mechanic 25.61
23550 - Machinist Maintenance 23.90
23580 - Maintenance Trades Helper 16.15
23591 - Metrology Technician I 25.80
23592 - Metrology Technician II 27.01
23593 - Metrology Technician III 28.26
23640 - Millwright 25.48
23710 - Office Appliance Repairer 21.79
23760 - Painter Maintenance 20.90
23790 - Pipefitter Maintenance 26.39
23810 - Plumber Maintenance 25.13
23820 - Pneudraulic Systems Mechanic 25.80
23850 - Rigger 25.80
23870 - Scale Mechanic 23.34
23890 - Sheet-Metal Worker Maintenance 21.15
23910 - Small Engine Mechanic 21.49
23931 - Telecommunications Mechanic I 25.00
23932 - Telecommunications Mechanic II 26.17
23950 - Telephone Lineman 26.78
23960 - Welder Combination Maintenance 21.09

23965 - Well Driller	22.25
23970 - Woodcraft Worker	25.80
23980 - Woodworker	20.89
24000 - Personal Needs Occupations	
24550 - Case Manager	13.77
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	12.45
24620 - Family Readiness And Support Services Coordinator	13.77
24630 - Homemaker	15.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.38
25040 - Sewage Plant Operator	25.72
25070 - Stationary Engineer	27.38
25190 - Ventilation Equipment Tender	20.87
25210 - Water Treatment Plant Operator	25.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.61
27007 - Baggage Inspector	12.86
27008 - Corrections Officer	28.45
27010 - Court Security Officer	28.45
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	28.45
27070 - Firefighter	28.73
27101 - Guard I	12.86
27102 - Guard II	14.39
27131 - Police Officer I	29.72
27132 - Police Officer II	33.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.13
28043 - Carnival Worker	9.41
28210 - Gate Attendant/Gate Tender	14.52
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	16.24
28510 - Recreation Aide/Health Facility Attendant	11.86
28515 - Recreation Specialist	20.12
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.01
29020 - Hatch Tender	26.01
29030 - Line Handler	26.01
29041 - Stevedore I	24.68
29042 - Stevedore II	27.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO)	44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.08

30021 - Archeological Technician I	(see 2)	19.61
30022 - Archeological Technician II		21.93
30023 - Archeological Technician III		27.03
30030 - Cartographic Technician		27.18
30040 - Civil Engineering Technician		27.42
30051 - Cryogenic Technician I		30.09
30052 - Cryogenic Technician II		33.23
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.46
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		17.80
30082 - Engineering Technician II		19.99
30083 - Engineering Technician III		22.36
30084 - Engineering Technician IV		27.69
30085 - Engineering Technician V		33.88
30086 - Engineering Technician VI		40.98
30090 - Environmental Technician		27.03
30095 - Evidence Control Specialist		27.03
30210 - Laboratory Technician		21.40
30221 - Latent Fingerprint Technician I		30.09
30222 - Latent Fingerprint Technician II		33.23
30240 - Mathematical Technician		27.18
30361 - Paralegal/Legal Assistant I		22.37
30362 - Paralegal/Legal Assistant II		27.70
30363 - Paralegal/Legal Assistant III		33.89
30364 - Paralegal/Legal Assistant IV		41.00
30375 - Petroleum Supply Specialist		33.07
30390 - Photo-Optics Technician		27.18
30395 - Radiation Control Technician		33.07
30461 - Technical Writer I		24.51
30462 - Technical Writer II		29.99
30463 - Technical Writer III		36.28
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		30.09
30502 - Weather Forecaster II		36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.51
31020 - Bus Aide		16.53
31030 - Bus Driver		21.62
31043 - Driver Courier		15.60
31260 - Parking and Lot Attendant		14.44
31290 - Shuttle Bus Driver		16.58

31310 - Taxi Driver	12.20
31361 - Truckdriver Light	16.58
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	9.97
99050 - Desk Clerk	11.08
99095 - Embalmer	29.78
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.29
99310 - Mortician	29.78
99410 - Pest Controller	18.77
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	16.97
99711 - Recycling Specialist	19.38
99730 - Refuse Collector	15.78
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	14.87
99830 - Survey Party Chief	26.77
99831 - Surveying Aide	17.43
99832 - Surveying Technician	23.88
99840 - Vending Machine Attendant	20.71
99841 - Vending Machine Repairer	24.58
99842 - Vending Machine Repairer Helper	20.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4246
Revision No.: 12
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.10
01013 - Accounting Clerk III		20.25
01020 - Administrative Assistant		24.86
01035 - Court Reporter		18.76
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.49
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher Motor Vehicle		21.20
01070 - Document Preparation Clerk		15.20

01090 - Duplicating Machine Operator 15.20
01111 - General Clerk I 14.99
01112 - General Clerk II 16.35
01113 - General Clerk III 18.36
01120 - Housing Referral Assistant 20.92
01141 - Messenger Courier 12.76
01191 - Order Clerk I 14.85
01192 - Order Clerk II 16.20
01261 - Personnel Assistant (Employment) I 17.45
01262 - Personnel Assistant (Employment) II 19.52
01263 - Personnel Assistant (Employment) III 21.76
01270 - Production Control Clerk 22.35
01290 - Rental Clerk 15.62
01300 - Scheduler Maintenance 16.77
01311 - Secretary I 16.77
01312 - Secretary II 18.76
01313 - Secretary III 20.92
01320 - Service Order Dispatcher 18.95
01410 - Supply Technician 24.86
01420 - Survey Worker 17.16
01460 - Switchboard Operator/Receptionist 13.86
01531 - Travel Clerk I 16.09
01532 - Travel Clerk II 17.26
01533 - Travel Clerk III 18.49
01611 - Word Processor I 15.86
01612 - Word Processor II 17.81
01613 - Word Processor III 19.92
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.66
05010 - Automotive Electrician 18.25
05040 - Automotive Glass Installer 17.33
05070 - Automotive Worker 17.33
05110 - Mobile Equipment Servicer 15.68
05130 - Motor Equipment Metal Mechanic 19.16
05160 - Motor Equipment Metal Worker 17.33
05190 - Motor Vehicle Mechanic 19.16
05220 - Motor Vehicle Mechanic Helper 16.42
05250 - Motor Vehicle Upholstery Worker 16.44
05280 - Motor Vehicle Wrecker 17.33
05310 - Painter Automotive 18.25
05340 - Radiator Repair Specialist 17.33
05370 - Tire Repairer 16.21
05400 - Transmission Repair Specialist 19.16
07000 - Food Preparation And Service Occupations
07010 - Baker 13.53
07041 - Cook I 13.67
07042 - Cook II 15.27
07070 - Dishwasher 10.23
07130 - Food Service Worker 10.51
07210 - Meat Cutter 18.70

07260 - Waiter/Waitress	10.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.22
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	17.49
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer Minor	15.85
09130 - Upholsterer	17.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.49
11060 - Elevator Operator	13.22
11090 - Gardener	18.76
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer Grounds Maintenance	15.46
11240 - Maid or Houseman	10.31
11260 - Pruner	14.37
11270 - Tractor Operator	17.66
11330 - Trail Maintenance Worker	15.46
11360 - Window Cleaner	14.22
12000 - Health Occupations	
12010 - Ambulance Driver	16.64
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	24.59
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	18.04
12025 - Dental Hygienist	35.92
12030 - EKG Technician	23.66
12035 - Electroneurodiagnostic Technologist	23.66
12040 - Emergency Medical Technician	16.64
12071 - Licensed Practical Nurse I	17.30
12072 - Licensed Practical Nurse II	19.36
12073 - Licensed Practical Nurse III	21.58
12100 - Medical Assistant	16.60
12130 - Medical Laboratory Technician	22.14
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.23
12195 - Medical Transcriptionist	19.37
12210 - Nuclear Medicine Technologist	42.48
12221 - Nursing Assistant I	12.90
12222 - Nursing Assistant II	14.51
12223 - Nursing Assistant III	15.83
12224 - Nursing Assistant IV	17.77
12235 - Optical Dispenser	17.19
12236 - Optical Technician	16.99
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	17.16
12305 - Radiologic Technologist	26.57
12311 - Registered Nurse I	26.52
12312 - Registered Nurse II	32.45

12313 - Registered Nurse II Specialist		32.45
12314 - Registered Nurse III		39.25
12315 - Registered Nurse III Anesthetist		39.25
12316 - Registered Nurse IV		47.05
12317 - Scheduler (Drug and Alcohol Testing)		23.99
12320 - Substance Abuse Treatment Counselor		24.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.00
13012 - Exhibits Specialist II		27.25
13013 - Exhibits Specialist III		33.33
13041 - Illustrator I		22.00
13042 - Illustrator II		27.25
13043 - Illustrator III		33.33
13047 - Librarian		30.17
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		27.24
13058 - Library Technician		17.83
13061 - Media Specialist I		19.67
13062 - Media Specialist II		22.00
13063 - Media Specialist III		24.51
13071 - Photographer I		14.51
13072 - Photographer II		16.24
13073 - Photographer III		20.12
13074 - Photographer IV		24.60
13075 - Photographer V		29.77
13090 - Technical Order Library Clerk		19.65
13110 - Video Teleconference Technician		19.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.72
14042 - Computer Operator II		19.82
14043 - Computer Operator III		22.10
14044 - Computer Operator IV		24.55
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	24.38
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.72
14160 - Personal Computer Support Technician		24.55
14170 - System Support Specialist		31.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.50
15020 - Aircrew Training Devices Instructor (Rated)		36.89
15030 - Air Crew Training Devices Instructor (Pilot)		44.22
15050 - Computer Based Training Specialist / Instructor		30.50
15060 - Educational Technologist		27.54

15070 - Flight Instructor (Pilot) 44.22
15080 - Graphic Artist 20.04
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 22.81
15095 - Technical Instructor/Course Developer 27.90
15110 - Test Proctor 18.41
15120 - Tutor 18.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.81
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.70
16220 - Tailor 15.50
16250 - Washer Machine 11.75
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.12
19040 - Tool And Die Maker 25.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.91
21030 - Material Coordinator 22.35
21040 - Material Expediter 22.35
21050 - Material Handling Laborer 15.84
21071 - Order Filler 14.10
21080 - Production Line Worker (Food Processing) 16.91
21110 - Shipping Packer 19.60
21130 - Shipping/Receiving Clerk 19.60
21140 - Store Worker I 15.54
21150 - Stock Clerk 19.44
21210 - Tools And Parts Attendant 16.91
21410 - Warehouse Specialist 16.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.01
23019 - Aircraft Logs and Records Technician 22.14
23021 - Aircraft Mechanic I 25.80
23022 - Aircraft Mechanic II 27.01
23023 - Aircraft Mechanic III 28.26
23040 - Aircraft Mechanic Helper 19.67
23050 - Aircraft Painter 24.57
23060 - Aircraft Servicer 22.14
23070 - Aircraft Survival Flight Equipment Technician 24.57
23080 - Aircraft Worker 23.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.34

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.80
23110 - Appliance Mechanic 24.18
23120 - Bicycle Repairer 20.89
23125 - Cable Splicer 43.38
23130 - Carpenter Maintenance 22.40
23140 - Carpet Layer 23.34
23160 - Electrician Maintenance 26.79
23181 - Electronics Technician Maintenance I 25.47
23182 - Electronics Technician Maintenance II 26.81
23183 - Electronics Technician Maintenance III 28.16
23260 - Fabric Worker 22.14
23290 - Fire Alarm System Mechanic 24.32
23310 - Fire Extinguisher Repairer 20.89
23311 - Fuel Distribution System Mechanic 27.42
23312 - Fuel Distribution System Operator 22.21
23370 - General Maintenance Worker 20.25
23380 - Ground Support Equipment Mechanic 25.80
23381 - Ground Support Equipment Servicer 22.14
23382 - Ground Support Equipment Worker 23.34
23391 - Gunsmith I 20.89
23392 - Gunsmith II 23.34
23393 - Gunsmith III 25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.10
23430 - Heavy Equipment Mechanic 24.15
23440 - Heavy Equipment Operator 24.46
23460 - Instrument Mechanic 25.80
23465 - Laboratory/Shelter Mechanic 24.57
23470 - Laborer 15.84
23510 - Locksmith 24.57
23530 - Machinery Maintenance Mechanic 25.61
23550 - Machinist Maintenance 23.90
23580 - Maintenance Trades Helper 16.15
23591 - Metrology Technician I 25.80
23592 - Metrology Technician II 27.01
23593 - Metrology Technician III 28.26
23640 - Millwright 25.48
23710 - Office Appliance Repairer 21.79
23760 - Painter Maintenance 20.90
23790 - Pipefitter Maintenance 26.39
23810 - Plumber Maintenance 25.13
23820 - Pneudraulic Systems Mechanic 25.80
23850 - Rigger 25.80
23870 - Scale Mechanic 23.34
23890 - Sheet-Metal Worker Maintenance 21.15
23910 - Small Engine Mechanic 21.49
23931 - Telecommunications Mechanic I 25.00

23932 - Telecommunications Mechanic II 26.17
23950 - Telephone Lineman 26.78
23960 - Welder Combination Maintenance 21.09
23965 - Well Driller 22.25
23970 - Woodcraft Worker 25.80
23980 - Woodworker 20.89
24000 - Personal Needs Occupations
24550 - Case Manager 13.77
24570 - Child Care Attendant 11.08
24580 - Child Care Center Clerk 13.81
24610 - Chore Aide 12.45
24620 - Family Readiness And Support Services Coordinator 13.77
24630 - Homemaker 15.36
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.38
25040 - Sewage Plant Operator 25.72
25070 - Stationary Engineer 27.38
25190 - Ventilation Equipment Tender 20.87
25210 - Water Treatment Plant Operator 25.72
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.61
27007 - Baggage Inspector 12.86
27008 - Corrections Officer 28.45
27010 - Court Security Officer 28.45
27030 - Detection Dog Handler 14.39
27040 - Detention Officer 28.45
27070 - Firefighter 28.73
27101 - Guard I 12.86
27102 - Guard II 14.39
27131 - Police Officer I 29.72
27132 - Police Officer II 33.03
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.57
28042 - Carnival Equipment Repairer 12.13
28043 - Carnival Worker 9.41
28210 - Gate Attendant/Gate Tender 14.52
28310 - Lifeguard 11.87
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.86
28515 - Recreation Specialist 20.12
28630 - Sports Official 12.93
28690 - Swimming Pool Operator 19.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.01
29020 - Hatch Tender 26.01
29030 - Line Handler 26.01
29041 - Stevedore I 24.68
29042 - Stevedore II 27.38
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 19.61
30022 - Archeological Technician II 21.93
30023 - Archeological Technician III 27.03
30030 - Cartographic Technician 27.18
30040 - Civil Engineering Technician 27.42
30051 - Cryogenic Technician I 30.09
30052 - Cryogenic Technician II 33.23
30061 - Drafter/CAD Operator I 19.61
30062 - Drafter/CAD Operator II 21.93
30063 - Drafter/CAD Operator III 24.46
30064 - Drafter/CAD Operator IV 30.09
30081 - Engineering Technician I 17.80
30082 - Engineering Technician II 19.99
30083 - Engineering Technician III 22.36
30084 - Engineering Technician IV 27.69
30085 - Engineering Technician V 33.88
30086 - Engineering Technician VI 40.98
30090 - Environmental Technician 27.03
30095 - Evidence Control Specialist 27.03
30210 - Laboratory Technician 21.40
30221 - Latent Fingerprint Technician I 30.09
30222 - Latent Fingerprint Technician II 33.23
30240 - Mathematical Technician 27.18
30361 - Paralegal/Legal Assistant I 22.37
30362 - Paralegal/Legal Assistant II 27.70
30363 - Paralegal/Legal Assistant III 33.89
30364 - Paralegal/Legal Assistant IV 41.00
30375 - Petroleum Supply Specialist 33.07
30390 - Photo-Optics Technician 27.18
30395 - Radiation Control Technician 33.07
30461 - Technical Writer I 24.51
30462 - Technical Writer II 29.99
30463 - Technical Writer III 36.28
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 30.09
30502 - Weather Forecaster II 36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.46
30621 - Weather Observer Senior (see 2) 27.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 16.53
31030 - Bus Driver 21.62

31043 - Driver Courier	15.60
31260 - Parking and Lot Attendant	14.44
31290 - Shuttle Bus Driver	16.58
31310 - Taxi Driver	12.20
31361 - Truckdriver Light	16.58
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	22.79
31364 - Truckdriver Tractor-Trailer	22.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	9.97
99050 - Desk Clerk	11.08
99095 - Embalmer	29.78
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.48
99260 - Marketing Analyst	26.29
99310 - Mortician	29.78
99410 - Pest Controller	18.77
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	16.97
99711 - Recycling Specialist	19.38
99730 - Refuse Collector	15.78
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	14.87
99830 - Survey Party Chief	26.77
99831 - Surveying Aide	17.43
99832 - Surveying Technician	23.88
99840 - Vending Machine Attendant	20.71
99841 - Vending Machine Repairer	24.58
99842 - Vending Machine Repairer Helper	20.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4247
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Clarion Crawford Forest Greene Indiana Lawrence Venango Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.06
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		13.55
01042 - Customer Service Representative II		15.24
01043 - Customer Service Representative III		16.63
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		21.10
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		13.74

01112 - General Clerk II	15.00
01113 - General Clerk III	16.84
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.69
01191 - Order Clerk I	15.16
01192 - Order Clerk II	16.55
01261 - Personnel Assistant (Employment) I	17.17
01262 - Personnel Assistant (Employment) II	19.21
01263 - Personnel Assistant (Employment) III	21.41
01270 - Production Control Clerk	21.87
01290 - Rental Clerk	15.53
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	19.46
01410 - Supply Technician	23.06
01420 - Survey Worker	16.08
01460 - Switchboard Operator/Receptionist	13.33
01531 - Travel Clerk I	13.19
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.19
01611 - Word Processor I	14.18
01612 - Word Processor II	15.91
01613 - Word Processor III	17.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.95
05010 - Automotive Electrician	19.34
05040 - Automotive Glass Installer	18.42
05070 - Automotive Worker	18.42
05110 - Mobile Equipment Servicer	16.33
05130 - Motor Equipment Metal Mechanic	20.16
05160 - Motor Equipment Metal Worker	18.42
05190 - Motor Vehicle Mechanic	20.16
05220 - Motor Vehicle Mechanic Helper	15.35
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.42
05310 - Painter Automotive	19.34
05340 - Radiator Repair Specialist	18.42
05370 - Tire Repairer	13.96
05400 - Transmission Repair Specialist	20.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	12.86
07042 - Cook II	14.40
07070 - Dishwasher	9.05
07130 - Food Service Worker	10.45
07210 - Meat Cutter	15.94
07260 - Waiter/Waitress	10.93
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 16.22
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.27
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 16.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.86
11060 - Elevator Operator 13.61
11090 - Gardener 14.73
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 13.85
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 14.04
12011 - Breath Alcohol Technician 18.04
12012 - Certified Occupational Therapist Assistant 27.66
12015 - Certified Physical Therapist Assistant 25.86
12020 - Dental Assistant 17.06
12025 - Dental Hygienist 28.09
12030 - EKG Technician 22.90
12035 - Electroneurodiagnostic Technologist 22.90
12040 - Emergency Medical Technician 14.04
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.04
12073 - Licensed Practical Nurse III 20.10
12100 - Medical Assistant 14.04
12130 - Medical Laboratory Technician 24.17
12160 - Medical Record Clerk 17.87
12190 - Medical Record Technician 20.00
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 39.63
12221 - Nursing Assistant I 11.29
12222 - Nursing Assistant II 12.69
12223 - Nursing Assistant III 13.85
12224 - Nursing Assistant IV 15.55
12235 - Optical Dispenser 17.53
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 13.17
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 24.86
12311 - Registered Nurse I 23.83
12312 - Registered Nurse II 29.14
12313 - Registered Nurse II Specialist 29.14
12314 - Registered Nurse III 35.26

12315 - Registered Nurse III Anesthetist		35.26
12316 - Registered Nurse IV		42.26
12317 - Scheduler (Drug and Alcohol Testing)		22.34
12320 - Substance Abuse Treatment Counselor		22.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.88
13047 - Librarian		25.24
13050 - Library Aide/Clerk		11.09
13054 - Library Information Technology Systems Administrator		22.37
13058 - Library Technician		16.88
13061 - Media Specialist I		16.46
13062 - Media Specialist II		18.40
13063 - Media Specialist III		20.51
13071 - Photographer I		16.09
13072 - Photographer II		18.39
13073 - Photographer III		22.79
13074 - Photographer IV		27.64
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.07
14043 - Computer Operator III		21.25
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.05
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.84
15020 - Aircrew Training Devices Instructor (Rated)		37.32
15030 - Air Crew Training Devices Instructor (Pilot)		44.72
15050 - Computer Based Training Specialist / Instructor		30.00
15060 - Educational Technologist		38.75
15070 - Flight Instructor (Pilot)		44.72
15080 - Graphic Artist		20.56

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.72
15086 - Maintenance Test Pilot Rotary Wing 44.72
15088 - Non-Maintenance Test/Co-Pilot 44.72
15090 - Technical Instructor 21.77
15095 - Technical Instructor/Course Developer 26.63
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.51
16030 - Counter Attendant 10.51
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.51
16090 - Presser Hand 10.51
16110 - Presser Machine Drycleaning 10.51
16130 - Presser Machine Shirts 10.51
16160 - Presser Machine Wearing Apparel Laundry 10.51
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.91
19040 - Tool And Die Maker 24.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.35
21030 - Material Coordinator 21.87
21040 - Material Expediter 21.87
21050 - Material Handling Laborer 18.10
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 16.35
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.96
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 16.35
21410 - Warehouse Specialist 16.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.53
23019 - Aircraft Logs and Records Technician 22.99
23021 - Aircraft Mechanic I 26.54
23022 - Aircraft Mechanic II 27.53
23023 - Aircraft Mechanic III 28.63
23040 - Aircraft Mechanic Helper 20.21
23050 - Aircraft Painter 25.46
23060 - Aircraft Servicer 22.99
23070 - Aircraft Survival Flight Equipment Technician 25.46
23080 - Aircraft Worker 24.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.54

23110 - Appliance Mechanic 25.46
23120 - Bicycle Repairer 21.50
23125 - Cable Splicer 40.32
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 20.56
23160 - Electrician Maintenance 32.93
23181 - Electronics Technician Maintenance I 24.25
23182 - Electronics Technician Maintenance II 25.46
23183 - Electronics Technician Maintenance III 26.54
23260 - Fabric Worker 22.99
23290 - Fire Alarm System Mechanic 26.54
23310 - Fire Extinguisher Repairer 21.50
23311 - Fuel Distribution System Mechanic 27.15
23312 - Fuel Distribution System Operator 22.37
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 26.54
23381 - Ground Support Equipment Servicer 22.99
23382 - Ground Support Equipment Worker 24.25
23391 - Gunsmith I 21.50
23392 - Gunsmith II 24.25
23393 - Gunsmith III 26.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.32
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.12
23430 - Heavy Equipment Mechanic 29.85
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 26.54
23465 - Laboratory/Shelter Mechanic 25.46
23470 - Laborer 14.78
23510 - Locksmith 25.46
23530 - Machinery Maintenance Mechanic 23.77
23550 - Machinist Maintenance 20.36
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 26.54
23592 - Metrology Technician II 27.53
23593 - Metrology Technician III 28.63
23640 - Millwright 29.68
23710 - Office Appliance Repairer 21.68
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 26.54
23850 - Rigger 26.54
23870 - Scale Mechanic 24.25
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 17.11
23931 - Telecommunications Mechanic I 26.90
23932 - Telecommunications Mechanic II 27.85
23950 - Telephone Lineman 37.93

23960 - Welder Combination Maintenance		18.79
23965 - Well Driller		26.54
23970 - Woodcraft Worker		26.54
23980 - Woodworker		21.50
24000 - Personal Needs Occupations		
24550 - Case Manager		15.45
24570 - Child Care Attendant		10.71
24580 - Child Care Center Clerk		12.98
24610 - Chore Aide		11.04
24620 - Family Readiness And Support Services Coordinator		15.45
24630 - Homemaker		15.45
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.33
25040 - Sewage Plant Operator		21.14
25070 - Stationary Engineer		26.33
25190 - Ventilation Equipment Tender		19.62
25210 - Water Treatment Plant Operator		21.14
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.05
27007 - Baggage Inspector		12.92
27008 - Corrections Officer		28.91
27010 - Court Security Officer		24.63
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		28.91
27070 - Firefighter		22.94
27101 - Guard I		12.92
27102 - Guard II		14.84
27131 - Police Officer I		25.07
27132 - Police Officer II		27.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.73
28042 - Carnival Equipment Repairer		12.47
28043 - Carnival Worker		8.99
28210 - Gate Attendant/Gate Tender		15.24
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		17.05
28510 - Recreation Aide/Health Facility Attendant		12.44
28515 - Recreation Specialist		20.32
28630 - Sports Official		13.57
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.66
29020 - Hatch Tender		23.66
29030 - Line Handler		23.66
29041 - Stevedore I		22.36
29042 - Stevedore II		24.76
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.32

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.19
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 24.38
30051 - Cryogenic Technician I 28.00
30052 - Cryogenic Technician II 30.94
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.25
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.28
30085 - Engineering Technician V 30.92
30086 - Engineering Technician VI 37.40
30090 - Environmental Technician 22.43
30095 - Evidence Control Specialist 24.38
30210 - Laboratory Technician 20.26
30221 - Latent Fingerprint Technician I 28.00
30222 - Latent Fingerprint Technician II 30.94
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 21.03
30362 - Paralegal/Legal Assistant II 26.05
30363 - Paralegal/Legal Assistant III 31.86
30364 - Paralegal/Legal Assistant IV 36.92
30375 - Petroleum Supply Specialist 29.82
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 29.82
30461 - Technical Writer I 24.38
30462 - Technical Writer II 29.82
30463 - Technical Writer III 36.07
30491 - Unexploded Ordnance (UXO) Technician I 26.10
30492 - Unexploded Ordnance (UXO) Technician II 31.58
30493 - Unexploded Ordnance (UXO) Technician III 37.85
30494 - Unexploded (UXO) Safety Escort 26.10
30495 - Unexploded (UXO) Sweep Personnel 26.10
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.58
31020 - Bus Aide 14.71
31030 - Bus Driver 18.40
31043 - Driver Courier 13.74
31260 - Parking and Lot Attendant 11.54

31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	9.92
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99260 - Marketing Analyst	21.76
99310 - Mortician	27.76
99410 - Pest Controller	24.52
99510 - Photofinishing Worker	13.72
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	10.51
99830 - Survey Party Chief	22.10
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.07
99840 - Vending Machine Attendant	21.56
99841 - Vending Machine Repairer	25.87
99842 - Vending Machine Repairer Helper	21.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4248
Revision No.: 12
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Clarion Crawford Forest Greene Indiana Lawrence Venango Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.06
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		13.55
01042 - Customer Service Representative II		15.24
01043 - Customer Service Representative III		16.63
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		21.10

01070 - Document Preparation Clerk 13.37
01090 - Duplicating Machine Operator 13.37
01111 - General Clerk I 13.74
01112 - General Clerk II 15.00
01113 - General Clerk III 16.84
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 12.69
01191 - Order Clerk I 15.16
01192 - Order Clerk II 16.55
01261 - Personnel Assistant (Employment) I 17.17
01262 - Personnel Assistant (Employment) II 19.21
01263 - Personnel Assistant (Employment) III 21.41
01270 - Production Control Clerk 21.87
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 19.46
01410 - Supply Technician 23.06
01420 - Survey Worker 16.08
01460 - Switchboard Operator/Receptionist 13.33
01531 - Travel Clerk I 13.19
01532 - Travel Clerk II 14.16
01533 - Travel Clerk III 15.19
01611 - Word Processor I 14.18
01612 - Word Processor II 15.91
01613 - Word Processor III 17.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 19.34
05040 - Automotive Glass Installer 18.42
05070 - Automotive Worker 18.42
05110 - Mobile Equipment Servicer 16.33
05130 - Motor Equipment Metal Mechanic 20.16
05160 - Motor Equipment Metal Worker 18.42
05190 - Motor Vehicle Mechanic 20.16
05220 - Motor Vehicle Mechanic Helper 15.35
05250 - Motor Vehicle Upholstery Worker 17.46
05280 - Motor Vehicle Wrecker 18.42
05310 - Painter Automotive 19.34
05340 - Radiator Repair Specialist 18.42
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 20.16
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.86
07042 - Cook II 14.40
07070 - Dishwasher 9.05
07130 - Food Service Worker 10.45

07210 - Meat Cutter 15.94
07260 - Waiter/Waitress 10.93
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.22
09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.27
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 16.22
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.86
11060 - Elevator Operator 13.61
11090 - Gardener 14.73
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 13.85
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 14.04
12011 - Breath Alcohol Technician 18.04
12012 - Certified Occupational Therapist Assistant 27.66
12015 - Certified Physical Therapist Assistant 25.86
12020 - Dental Assistant 17.06
12025 - Dental Hygienist 28.09
12030 - EKG Technician 22.90
12035 - Electroneurodiagnostic Technologist 22.90
12040 - Emergency Medical Technician 14.04
12071 - Licensed Practical Nurse I 16.12
12072 - Licensed Practical Nurse II 18.04
12073 - Licensed Practical Nurse III 20.10
12100 - Medical Assistant 14.04
12130 - Medical Laboratory Technician 24.17
12160 - Medical Record Clerk 17.87
12190 - Medical Record Technician 20.00
12195 - Medical Transcriptionist 17.33
12210 - Nuclear Medicine Technologist 39.63
12221 - Nursing Assistant I 11.29
12222 - Nursing Assistant II 12.69
12223 - Nursing Assistant III 13.85
12224 - Nursing Assistant IV 15.55
12235 - Optical Dispenser 17.53
12236 - Optical Technician 16.12
12250 - Pharmacy Technician 13.17
12280 - Phlebotomist 14.51
12305 - Radiologic Technologist 24.86
12311 - Registered Nurse I 23.83

12312 - Registered Nurse II		29.14
12313 - Registered Nurse II Specialist		29.14
12314 - Registered Nurse III		35.26
12315 - Registered Nurse III Anesthetist		35.26
12316 - Registered Nurse IV		42.26
12317 - Scheduler (Drug and Alcohol Testing)		22.34
12320 - Substance Abuse Treatment Counselor		22.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.88
13047 - Librarian		25.24
13050 - Library Aide/Clerk		11.09
13054 - Library Information Technology Systems Administrator		22.37
13058 - Library Technician		16.88
13061 - Media Specialist I		16.46
13062 - Media Specialist II		18.40
13063 - Media Specialist III		20.51
13071 - Photographer I		16.09
13072 - Photographer II		18.39
13073 - Photographer III		22.79
13074 - Photographer IV		27.64
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		18.40
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.07
14043 - Computer Operator III		21.25
14044 - Computer Operator IV		23.62
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.05
14160 - Personal Computer Support Technician		23.62
14170 - System Support Specialist		28.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.84
15020 - Aircrew Training Devices Instructor (Rated)		37.32
15030 - Air Crew Training Devices Instructor (Pilot)		44.72
15050 - Computer Based Training Specialist / Instructor		30.00

15060 - Educational Technologist 38.75
15070 - Flight Instructor (Pilot) 44.72
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.72
15086 - Maintenance Test Pilot Rotary Wing 44.72
15088 - Non-Maintenance Test/Co-Pilot 44.72
15090 - Technical Instructor 21.77
15095 - Technical Instructor/Course Developer 26.63
15110 - Test Proctor 17.58
15120 - Tutor 17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.51
16030 - Counter Attendant 10.51
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.51
16090 - Presser Hand 10.51
16110 - Presser Machine Drycleaning 10.51
16130 - Presser Machine Shirts 10.51
16160 - Presser Machine Wearing Apparel Laundry 10.51
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.91
19040 - Tool And Die Maker 24.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.35
21030 - Material Coordinator 21.87
21040 - Material Expediter 21.87
21050 - Material Handling Laborer 18.10
21071 - Order Filler 13.89
21080 - Production Line Worker (Food Processing) 16.35
21110 - Shipping Packer 16.16
21130 - Shipping/Receiving Clerk 16.16
21140 - Store Worker I 15.96
21150 - Stock Clerk 20.16
21210 - Tools And Parts Attendant 16.35
21410 - Warehouse Specialist 16.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.53
23019 - Aircraft Logs and Records Technician 22.99
23021 - Aircraft Mechanic I 26.54
23022 - Aircraft Mechanic II 27.53
23023 - Aircraft Mechanic III 28.63
23040 - Aircraft Mechanic Helper 20.21
23050 - Aircraft Painter 25.46
23060 - Aircraft Servicer 22.99
23070 - Aircraft Survival Flight Equipment Technician 25.46
23080 - Aircraft Worker 24.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 24.25

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 26.54
II
23110 - Appliance Mechanic 25.46
23120 - Bicycle Repairer 21.50
23125 - Cable Splicer 40.32
23130 - Carpenter Maintenance 22.23
23140 - Carpet Layer 20.56
23160 - Electrician Maintenance 32.93
23181 - Electronics Technician Maintenance I 24.25
23182 - Electronics Technician Maintenance II 25.46
23183 - Electronics Technician Maintenance III 26.54
23260 - Fabric Worker 22.99
23290 - Fire Alarm System Mechanic 26.54
23310 - Fire Extinguisher Repairer 21.50
23311 - Fuel Distribution System Mechanic 27.15
23312 - Fuel Distribution System Operator 22.37
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 26.54
23381 - Ground Support Equipment Servicer 22.99
23382 - Ground Support Equipment Worker 24.25
23391 - Gunsmith I 21.50
23392 - Gunsmith II 24.25
23393 - Gunsmith III 26.54
23410 - Heating Ventilation And Air-Conditioning 21.32
Mechanic
23411 - Heating Ventilation And Air Contidioning 22.12
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 29.85
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 26.54
23465 - Laboratory/Shelter Mechanic 25.46
23470 - Laborer 14.78
23510 - Locksmith 25.46
23530 - Machinery Maintenance Mechanic 23.77
23550 - Machinist Maintenance 20.36
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 26.54
23592 - Metrology Technician II 27.53
23593 - Metrology Technician III 28.63
23640 - Millwright 29.68
23710 - Office Appliance Repairer 21.68
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 22.95
23820 - Pneudraulic Systems Mechanic 26.54
23850 - Rigger 26.54
23870 - Scale Mechanic 24.25
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 17.11

23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	27.85
23950 - Telephone Lineman	37.93
23960 - Welder Combination Maintenance	18.79
23965 - Well Driller	26.54
23970 - Woodcraft Worker	26.54
23980 - Woodworker	21.50
24000 - Personal Needs Occupations	
24550 - Case Manager	15.45
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	15.45
24630 - Homemaker	15.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.33
25040 - Sewage Plant Operator	21.14
25070 - Stationary Engineer	26.33
25190 - Ventilation Equipment Tender	19.62
25210 - Water Treatment Plant Operator	21.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.05
27007 - Baggage Inspector	12.92
27008 - Corrections Officer	28.91
27010 - Court Security Officer	24.63
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	28.91
27070 - Firefighter	22.94
27101 - Guard I	12.92
27102 - Guard II	14.84
27131 - Police Officer I	25.07
27132 - Police Officer II	27.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.73
28042 - Carnival Equipment Repairer	12.47
28043 - Carnival Worker	8.99
28210 - Gate Attendant/Gate Tender	15.24
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.44
28515 - Recreation Specialist	20.32
28630 - Sports Official	13.57
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.66
29020 - Hatch Tender	23.66
29030 - Line Handler	23.66
29041 - Stevedore I	22.36
29042 - Stevedore II	24.76

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.08
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.32
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.19
30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		24.38
30051 - Cryogenic Technician I		28.00
30052 - Cryogenic Technician II		30.94
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		30.92
30086 - Engineering Technician VI		37.40
30090 - Environmental Technician		22.43
30095 - Evidence Control Specialist		24.38
30210 - Laboratory Technician		20.26
30221 - Latent Fingerprint Technician I		28.00
30222 - Latent Fingerprint Technician II		30.94
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		21.03
30362 - Paralegal/Legal Assistant II		26.05
30363 - Paralegal/Legal Assistant III		31.86
30364 - Paralegal/Legal Assistant IV		36.92
30375 - Petroleum Supply Specialist		29.82
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		29.82
30461 - Technical Writer I		24.38
30462 - Technical Writer II		29.82
30463 - Technical Writer III		36.07
30491 - Unexploded Ordnance (UXO) Technician I		26.10
30492 - Unexploded Ordnance (UXO) Technician II		31.58
30493 - Unexploded Ordnance (UXO) Technician III		37.85
30494 - Unexploded (UXO) Safety Escort		26.10
30495 - Unexploded (UXO) Sweep Personnel		26.10
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.58
31020 - Bus Aide		14.71

31030 - Bus Driver	18.40
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	20.28
31364 - Truckdriver Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	9.92
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99260 - Marketing Analyst	21.76
99310 - Mortician	27.76
99410 - Pest Controller	24.52
99510 - Photofinishing Worker	13.72
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	10.51
99830 - Survey Party Chief	22.10
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.07
99840 - Vending Machine Attendant	21.56
99841 - Vending Machine Repairer	25.87
99842 - Vending Machine Repairer Helper	21.56

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4249
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Cameron Clearfield Clinton Elk Jefferson McKean Potter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.89
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		13.81
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		15.19
01060 - Dispatcher Motor Vehicle		21.10
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.54

01112 - General Clerk II	14.59
01113 - General Clerk III	16.37
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	12.30
01191 - Order Clerk I	13.17
01192 - Order Clerk II	15.74
01261 - Personnel Assistant (Employment) I	16.48
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.54
01270 - Production Control Clerk	21.70
01290 - Rental Clerk	15.53
01300 - Scheduler Maintenance	15.48
01311 - Secretary I	15.48
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	18.92
01410 - Supply Technician	23.89
01420 - Survey Worker	18.26
01460 - Switchboard Operator/Receptionist	12.79
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.49
01533 - Travel Clerk III	14.20
01611 - Word Processor I	14.19
01612 - Word Processor II	15.94
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.95
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	15.36
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	12.58
07042 - Cook II	14.08
07070 - Dishwasher	9.05
07130 - Food Service Worker	10.18
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 18.68
09040 - Furniture Handler 13.88
09080 - Furniture Refinisher 19.00
09090 - Furniture Refinisher Helper 15.28
09110 - Furniture Repairer Minor 17.02
09130 - Upholsterer 18.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.61
11060 - Elevator Operator 11.98
11090 - Gardener 18.62
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 15.39
11240 - Maid or Houseman 11.50
11260 - Pruner 14.33
11270 - Tractor Operator 17.57
11330 - Trail Maintenance Worker 15.39
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 15.92
12011 - Breath Alcohol Technician 18.63
12012 - Certified Occupational Therapist Assistant 27.35
12015 - Certified Physical Therapist Assistant 24.35
12020 - Dental Assistant 15.91
12025 - Dental Hygienist 30.88
12030 - EKG Technician 28.04
12035 - Electroneurodiagnostic Technologist 28.04
12040 - Emergency Medical Technician 15.92
12071 - Licensed Practical Nurse I 16.66
12072 - Licensed Practical Nurse II 18.63
12073 - Licensed Practical Nurse III 20.77
12100 - Medical Assistant 16.21
12130 - Medical Laboratory Technician 23.34
12160 - Medical Record Clerk 16.28
12190 - Medical Record Technician 19.97
12195 - Medical Transcriptionist 18.34
12210 - Nuclear Medicine Technologist 40.95
12221 - Nursing Assistant I 11.69
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.33
12224 - Nursing Assistant IV 16.10
12235 - Optical Dispenser 15.34
12236 - Optical Technician 16.66
12250 - Pharmacy Technician 15.14
12280 - Phlebotomist 18.40
12305 - Radiologic Technologist 24.73
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.83
12313 - Registered Nurse II Specialist 29.83
12314 - Registered Nurse III 36.09

12315 - Registered Nurse III Anesthetist		36.09
12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		26.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.88
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		25.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.21
15030 - Air Crew Training Devices Instructor (Pilot)		43.39
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		43.39
15080 - Graphic Artist		20.56

15085 - Maintenance Test Pilot Fixed Jet/Prop 43.39
15086 - Maintenance Test Pilot Rotary Wing 43.39
15088 - Non-Maintenance Test/Co-Pilot 43.39
15090 - Technical Instructor 20.54
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.51
19040 - Tool And Die Maker 22.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.82
21030 - Material Coordinator 21.70
21040 - Material Expediter 21.70
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.82
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 15.77
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 20.82
21410 - Warehouse Specialist 20.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.03
23019 - Aircraft Logs and Records Technician 22.57
23021 - Aircraft Mechanic I 25.97
23022 - Aircraft Mechanic II 27.03
23023 - Aircraft Mechanic III 28.08
23040 - Aircraft Mechanic Helper 20.03
23050 - Aircraft Painter 24.90
23060 - Aircraft Servicer 22.57
23070 - Aircraft Survival Flight Equipment Technician 24.90
23080 - Aircraft Worker 23.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.97

23110 - Appliance Mechanic 24.90
23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 42.94
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 26.28
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 27.98
23260 - Fabric Worker 22.57
23290 - Fire Alarm System Mechanic 25.97
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 28.83
23312 - Fuel Distribution System Operator 23.70
23370 - General Maintenance Worker 18.13
23380 - Ground Support Equipment Mechanic 25.97
23381 - Ground Support Equipment Servicer 22.57
23382 - Ground Support Equipment Worker 23.76
23391 - Gunsmith I 21.24
23392 - Gunsmith II 23.76
23393 - Gunsmith III 25.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.82
23430 - Heavy Equipment Mechanic 21.85
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 25.97
23465 - Laboratory/Shelter Mechanic 24.90
23470 - Laborer 14.78
23510 - Locksmith 24.90
23530 - Machinery Maintenance Mechanic 26.48
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 25.97
23592 - Metrology Technician II 27.03
23593 - Metrology Technician III 28.08
23640 - Millwright 26.49
23710 - Office Appliance Repairer 24.12
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 25.33
23820 - Pneudraulic Systems Mechanic 25.97
23850 - Rigger 25.97
23870 - Scale Mechanic 23.76
23890 - Sheet-Metal Worker Maintenance 25.97
23910 - Small Engine Mechanic 18.37
23931 - Telecommunications Mechanic I 30.49
23932 - Telecommunications Mechanic II 31.73
23950 - Telephone Lineman 31.35

23960 - Welder Combination Maintenance		18.79
23965 - Well Driller		24.48
23970 - Woodcraft Worker		25.97
23980 - Woodworker		21.24
24000 - Personal Needs Occupations		
24550 - Case Manager		16.32
24570 - Child Care Attendant		10.84
24580 - Child Care Center Clerk		13.51
24610 - Chore Aide		11.75
24620 - Family Readiness And Support Services Coordinator		16.32
24630 - Homemaker		16.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.99
25040 - Sewage Plant Operator		21.80
25070 - Stationary Engineer		24.99
25190 - Ventilation Equipment Tender		17.79
25210 - Water Treatment Plant Operator		21.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.97
27007 - Baggage Inspector		12.21
27008 - Corrections Officer		26.98
27010 - Court Security Officer		26.43
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		26.98
27070 - Firefighter		26.98
27101 - Guard I		12.21
27102 - Guard II		14.84
27131 - Police Officer I		25.21
27132 - Police Officer II		28.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.98
28042 - Carnival Equipment Repairer		12.61
28043 - Carnival Worker		9.79
28210 - Gate Attendant/Gate Tender		14.89
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		16.65
28510 - Recreation Aide/Health Facility Attendant		12.15
28515 - Recreation Specialist		20.63
28630 - Sports Official		13.26
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.10
29020 - Hatch Tender		27.10
29030 - Line Handler		27.10
29041 - Stevedore I		25.81
29042 - Stevedore II		28.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 21.90
30051 - Cryogenic Technician I 24.20
30052 - Cryogenic Technician II 26.73
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.18
30082 - Engineering Technician II 18.18
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.18
30085 - Engineering Technician V 30.80
30086 - Engineering Technician VI 37.27
30090 - Environmental Technician 21.85
30095 - Evidence Control Specialist 21.85
30210 - Laboratory Technician 22.40
30221 - Latent Fingerprint Technician I 24.20
30222 - Latent Fingerprint Technician II 26.73
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 20.04
30362 - Paralegal/Legal Assistant II 24.82
30363 - Paralegal/Legal Assistant III 30.37
30364 - Paralegal/Legal Assistant IV 36.74
30375 - Petroleum Supply Specialist 26.73
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 26.73
30461 - Technical Writer I 21.85
30462 - Technical Writer II 26.73
30463 - Technical Writer III 32.35
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 15.81
31030 - Bus Driver 21.41
31043 - Driver Courier 13.74
31260 - Parking and Lot Attendant 14.71

31290 - Shuttle Bus Driver	15.67
31310 - Taxi Driver	13.74
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.54
31364 - Truckdriver Tractor-Trailer	22.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.41
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.78
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	27.58
99310 - Mortician	27.76
99410 - Pest Controller	23.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.95
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.64
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	24.77
99831 - Surveying Aide	14.74
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	16.43
99841 - Vending Machine Repairer	19.49
99842 - Vending Machine Repairer Helper	16.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4250
Revision No.: 14
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Cameron Clearfield Clinton Elk Jefferson McKean Potter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.89
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.05
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		15.19
01060 - Dispatcher Motor Vehicle		21.10

01070 - Document Preparation Clerk 12.55
01090 - Duplicating Machine Operator 12.55
01111 - General Clerk I 12.54
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 11.96
01191 - Order Clerk I 13.17
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 21.70
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 18.92
01410 - Supply Technician 23.89
01420 - Survey Worker 16.60
01460 - Switchboard Operator/Receptionist 12.20
01531 - Travel Clerk I 12.61
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.26
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.95
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.41
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.41
07000 - Food Preparation And Service Occupations
07010 - Baker 12.08
07041 - Cook I 12.09
07042 - Cook II 13.52
07070 - Dishwasher 9.05
07130 - Food Service Worker 10.18

07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	13.88
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer Minor	17.02
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.81
11060 - Elevator Operator	11.81
11090 - Gardener	17.49
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	14.46
11240 - Maid or Houseman	11.50
11260 - Pruner	13.46
11270 - Tractor Operator	16.50
11330 - Trail Maintenance Worker	14.46
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.92
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	24.86
12015 - Certified Physical Therapist Assistant	24.35
12020 - Dental Assistant	14.98
12025 - Dental Hygienist	30.88
12030 - EKG Technician	26.55
12035 - Electroneurodiagnostic Technologist	26.55
12040 - Emergency Medical Technician	15.92
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.21
12073 - Licensed Practical Nurse III	20.30
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	18.21
12195 - Medical Transcriptionist	16.96
12210 - Nuclear Medicine Technologist	40.01
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.45
12223 - Nursing Assistant III	13.59
12224 - Nursing Assistant IV	15.26
12235 - Optical Dispenser	14.60
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	14.22
12280 - Phlebotomist	16.73
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	24.38

12312 - Registered Nurse II		29.83
12313 - Registered Nurse II Specialist		29.83
12314 - Registered Nurse III		36.09
12315 - Registered Nurse III Anesthetist		36.09
12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		26.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		10.88
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		14.95
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		25.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.65
15020 - Aircrew Training Devices Instructor (Rated)		35.87
15030 - Air Crew Training Devices Instructor (Pilot)		42.99
15050 - Computer Based Training Specialist / Instructor		29.65

15060 - Educational Technologist 29.84
15070 - Flight Instructor (Pilot) 42.99
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.99
15086 - Maintenance Test Pilot Rotary Wing 42.99
15088 - Non-Maintenance Test/Co-Pilot 42.99
15090 - Technical Instructor 20.54
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.41
19040 - Tool And Die Maker 22.76
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.67
21030 - Material Coordinator 21.70
21040 - Material Expediter 21.70
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.67
21110 - Shipping Packer 17.35
21130 - Shipping/Receiving Clerk 17.35
21140 - Store Worker I 15.55
21150 - Stock Clerk 19.23
21210 - Tools And Parts Attendant 20.67
21410 - Warehouse Specialist 20.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.27
23040 - Aircraft Mechanic Helper 18.82
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.25

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.30
II
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 20.69
23125 - Cable Splicer 42.01
23130 - Carpenter Maintenance 20.21
23140 - Carpet Layer 19.73
23160 - Electrician Maintenance 25.60
23181 - Electronics Technician Maintenance I 25.37
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 27.73
23260 - Fabric Worker 22.00
23290 - Fire Alarm System Mechanic 25.29
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 28.83
23312 - Fuel Distribution System Operator 23.70
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.25
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.14
23393 - Gunsmith III 25.29
23410 - Heating Ventilation And Air-Conditioning 20.98
Mechanic
23411 - Heating Ventilation And Air Contidioning 21.82
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 21.59
23440 - Heavy Equipment Operator 22.45
23460 - Instrument Mechanic 25.29
23465 - Laboratory/Shelter Mechanic 24.24
23470 - Laborer 14.78
23510 - Locksmith 24.24
23530 - Machinery Maintenance Mechanic 26.48
23550 - Machinist Maintenance 20.25
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 25.29
23592 - Metrology Technician II 26.32
23593 - Metrology Technician III 27.34
23640 - Millwright 26.13
23710 - Office Appliance Repairer 21.93
23760 - Painter Maintenance 19.35
23790 - Pipefitter Maintenance 27.98
23810 - Plumber Maintenance 23.88
23820 - Pneudraulic Systems Mechanic 25.29
23850 - Rigger 25.29
23870 - Scale Mechanic 23.14
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 17.11

23931 - Telecommunications Mechanic I 29.51
23932 - Telecommunications Mechanic II 30.72
23950 - Telephone Lineman 28.50
23960 - Welder Combination Maintenance 18.79
23965 - Well Driller 22.25
23970 - Woodcraft Worker 25.29
23980 - Woodworker 20.69
24000 - Personal Needs Occupations
24550 - Case Manager 15.23
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 13.01
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.23
24630 - Homemaker 15.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.99
25040 - Sewage Plant Operator 20.50
25070 - Stationary Engineer 24.99
25190 - Ventilation Equipment Tender 17.79
25210 - Water Treatment Plant Operator 20.50
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.60
27007 - Baggage Inspector 12.21
27008 - Corrections Officer 24.53
27010 - Court Security Officer 24.03
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 24.53
27070 - Firefighter 24.53
27101 - Guard I 12.21
27102 - Guard II 14.84
27131 - Police Officer I 24.82
27132 - Police Officer II 27.06
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.98
28042 - Carnival Equipment Repairer 12.61
28043 - Carnival Worker 9.79
28210 - Gate Attendant/Gate Tender 14.14
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 15.83
28510 - Recreation Aide/Health Facility Attendant 11.55
28515 - Recreation Specialist 19.60
28630 - Sports Official 12.60
28690 - Swimming Pool Operator 18.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.64
29020 - Hatch Tender 24.64
29030 - Line Handler 24.64
29041 - Stevedore I 23.46
29042 - Stevedore II 25.79

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		21.90
30051 - Cryogenic Technician I		23.22
30052 - Cryogenic Technician II		25.65
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		21.50
30095 - Evidence Control Specialist		20.96
30210 - Laboratory Technician		20.36
30221 - Latent Fingerprint Technician I		23.22
30222 - Latent Fingerprint Technician II		25.65
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.82
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.74
30375 - Petroleum Supply Specialist		25.65
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		25.65
30461 - Technical Writer I		21.84
30462 - Technical Writer II		25.69
30463 - Technical Writer III		31.03
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.81

31030 - Bus Driver	20.24
31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	14.71
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.49
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	21.38
31364 - Truckdriver Tractor-Trailer	21.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.32
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.44
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	27.58
99310 - Mortician	27.76
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.95
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.64
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	22.51
99831 - Surveying Aide	13.40
99832 - Surveying Technician	20.45
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	18.87
99842 - Vending Machine Repairer Helper	15.92

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4251
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Schuylkill

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.81
01013 - Accounting Clerk III		17.69
01020 - Administrative Assistant		25.73
01035 - Court Reporter		16.46
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		17.57
01070 - Document Preparation Clerk		13.05
01090 - Duplicating Machine Operator		13.05
01111 - General Clerk I		13.11
01112 - General Clerk II		14.31

01113 - General Clerk III 16.20
01120 - Housing Referral Assistant 18.27
01141 - Messenger Courier 13.12
01191 - Order Clerk I 17.05
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 16.38
01262 - Personnel Assistant (Employment) II 18.34
01263 - Personnel Assistant (Employment) III 20.44
01270 - Production Control Clerk 22.39
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 14.66
01311 - Secretary I 14.66
01312 - Secretary II 16.39
01313 - Secretary III 18.27
01320 - Service Order Dispatcher 15.70
01410 - Supply Technician 25.73
01420 - Survey Worker 18.32
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 16.24
01532 - Travel Clerk II 17.17
01533 - Travel Clerk III 18.41
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.14
05010 - Automotive Electrician 16.72
05040 - Automotive Glass Installer 15.92
05070 - Automotive Worker 15.92
05110 - Mobile Equipment Servicer 14.33
05130 - Motor Equipment Metal Mechanic 17.47
05160 - Motor Equipment Metal Worker 15.92
05190 - Motor Vehicle Mechanic 17.47
05220 - Motor Vehicle Mechanic Helper 13.52
05250 - Motor Vehicle Upholstery Worker 15.13
05280 - Motor Vehicle Wrecker 15.92
05310 - Painter Automotive 16.72
05340 - Radiator Repair Specialist 15.92
05370 - Tire Repairer 13.86
05400 - Transmission Repair Specialist 17.47
07000 - Food Preparation And Service Occupations
07010 - Baker 12.19
07041 - Cook I 12.99
07042 - Cook II 14.42
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.92
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.48

09040 - Furniture Handler 13.84
09080 - Furniture Refinisher 17.48
09090 - Furniture Refinisher Helper 14.47
09110 - Furniture Repairer Minor 15.82
09130 - Upholsterer 17.48
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.12
11060 - Elevator Operator 11.89
11090 - Gardener 13.98
11122 - Housekeeping Aide 11.89
11150 - Janitor 11.89
11210 - Laborer Grounds Maintenance 11.75
11240 - Maid or Houseman 10.70
11260 - Pruner 11.15
11270 - Tractor Operator 13.17
11330 - Trail Maintenance Worker 11.75
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 14.85
12011 - Breath Alcohol Technician 19.68
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 28.65
12020 - Dental Assistant 18.51
12025 - Dental Hygienist 31.24
12030 - EKG Technician 28.12
12035 - Electroneurodiagnostic Technologist 28.12
12040 - Emergency Medical Technician 14.85
12071 - Licensed Practical Nurse I 17.60
12072 - Licensed Practical Nurse II 19.68
12073 - Licensed Practical Nurse III 21.94
12100 - Medical Assistant 16.06
12130 - Medical Laboratory Technician 26.04
12160 - Medical Record Clerk 16.09
12190 - Medical Record Technician 18.95
12195 - Medical Transcriptionist 19.18
12210 - Nuclear Medicine Technologist 43.26
12221 - Nursing Assistant I 12.02
12222 - Nursing Assistant II 13.51
12223 - Nursing Assistant III 14.74
12224 - Nursing Assistant IV 16.56
12235 - Optical Dispenser 17.46
12236 - Optical Technician 17.60
12250 - Pharmacy Technician 13.87
12280 - Phlebotomist 16.93
12305 - Radiologic Technologist 28.90
12311 - Registered Nurse I 23.37
12312 - Registered Nurse II 28.58
12313 - Registered Nurse II Specialist 28.58
12314 - Registered Nurse III 34.59
12315 - Registered Nurse III Anesthetist 34.59

12316 - Registered Nurse IV		41.45
12317 - Scheduler (Drug and Alcohol Testing)		24.37
12320 - Substance Abuse Treatment Counselor		26.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		15.51
13062 - Media Specialist II		17.36
13063 - Media Specialist III		19.34
13071 - Photographer I		15.51
13072 - Photographer II		18.88
13073 - Photographer III		21.50
13074 - Photographer IV		26.30
13075 - Photographer V		31.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.50
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.45
14160 - Personal Computer Support Technician		22.78
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.06
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		35.98
15070 - Flight Instructor (Pilot)		42.06
15080 - Graphic Artist		18.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.06

15086 - Maintenance Test Pilot Rotary Wing 42.06
15088 - Non-Maintenance Test/Co-Pilot 42.06
15090 - Technical Instructor 19.56
15095 - Technical Instructor/Course Developer 24.41
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.68
16030 - Counter Attendant 10.68
16040 - Dry Cleaner 13.33
16070 - Finisher Flatwork Machine 10.68
16090 - Presser Hand 10.68
16110 - Presser Machine Drycleaning 10.68
16130 - Presser Machine Shirts 10.68
16160 - Presser Machine Wearing Apparel Laundry 10.68
16190 - Sewing Machine Operator 14.19
16220 - Tailor 15.07
16250 - Washer Machine 11.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.76
19040 - Tool And Die Maker 23.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.83
21030 - Material Coordinator 22.39
21040 - Material Expediter 22.39
21050 - Material Handling Laborer 15.17
21071 - Order Filler 13.11
21080 - Production Line Worker (Food Processing) 19.83
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 15.57
21150 - Stock Clerk 18.92
21210 - Tools And Parts Attendant 19.83
21410 - Warehouse Specialist 19.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.52
23019 - Aircraft Logs and Records Technician 20.66
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 24.52
23023 - Aircraft Mechanic III 25.88
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.66
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 22.80

23120 - Bicycle Repairer 18.86
23125 - Cable Splicer 36.40
23130 - Carpenter Maintenance 20.73
23140 - Carpet Layer 21.74
23160 - Electrician Maintenance 24.78
23181 - Electronics Technician Maintenance I 25.29
23182 - Electronics Technician Maintenance II 26.55
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 20.66
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 23.82
23312 - Fuel Distribution System Operator 19.57
23370 - General Maintenance Worker 17.21
23380 - Ground Support Equipment Mechanic 23.82
23381 - Ground Support Equipment Servicer 20.66
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.57
23392 - Gunsmith II 21.72
23393 - Gunsmith III 23.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.85
23430 - Heavy Equipment Mechanic 21.08
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 23.82
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 15.17
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 20.82
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 23.82
23592 - Metrology Technician II 24.80
23593 - Metrology Technician III 25.88
23640 - Millwright 27.47
23710 - Office Appliance Repairer 23.13
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 23.02
23820 - Pneudraulic Systems Mechanic 23.82
23850 - Rigger 23.82
23870 - Scale Mechanic 21.72
23890 - Sheet-Metal Worker Maintenance 24.32
23910 - Small Engine Mechanic 15.75
23931 - Telecommunications Mechanic I 26.41
23932 - Telecommunications Mechanic II 27.47
23950 - Telephone Lineman 30.79
23960 - Welder Combination Maintenance 19.07

23965 - Well Driller	22.26
23970 - Woodcraft Worker	23.82
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	11.38
24620 - Family Readiness And Support Services Coordinator	16.64
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.60
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	27.60
25190 - Ventilation Equipment Tender	21.33
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.80
27007 - Baggage Inspector	12.65
27008 - Corrections Officer	29.10
27010 - Court Security Officer	25.07
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	29.10
27070 - Firefighter	29.10
27101 - Guard I	12.65
27102 - Guard II	15.71
27131 - Police Officer I	27.32
27132 - Police Officer II	30.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.09
28042 - Carnival Equipment Repairer	12.83
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	16.17
28310 - Lifeguard	12.18
28350 - Park Attendant (Aide)	18.10
28510 - Recreation Aide/Health Facility Attendant	13.21
28515 - Recreation Specialist	21.14
28630 - Sports Official	14.41
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.28
29020 - Hatch Tender	23.28
29030 - Line Handler	23.28
29041 - Stevedore I	22.12
29042 - Stevedore II	24.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.63

30021 - Archeological Technician I		17.14
30022 - Archeological Technician II		19.18
30023 - Archeological Technician III		23.17
30030 - Cartographic Technician		23.17
30040 - Civil Engineering Technician		25.90
30051 - Cryogenic Technician I		25.08
30052 - Cryogenic Technician II		27.70
30061 - Drafter/CAD Operator I		17.14
30062 - Drafter/CAD Operator II		19.18
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.30
30081 - Engineering Technician I		16.11
30082 - Engineering Technician II		18.10
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		25.07
30085 - Engineering Technician V		30.67
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		25.15
30095 - Evidence Control Specialist		22.64
30210 - Laboratory Technician		26.65
30221 - Latent Fingerprint Technician I		25.08
30222 - Latent Fingerprint Technician II		27.70
30240 - Mathematical Technician		23.75
30361 - Paralegal/Legal Assistant I		18.89
30362 - Paralegal/Legal Assistant II		23.40
30363 - Paralegal/Legal Assistant III		28.61
30364 - Paralegal/Legal Assistant IV		34.62
30375 - Petroleum Supply Specialist		27.70
30390 - Photo-Optics Technician		22.37
30395 - Radiation Control Technician		27.70
30461 - Technical Writer I		23.01
30462 - Technical Writer II		28.14
30463 - Technical Writer III		34.07
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30501 - Weather Forecaster I		26.30
30502 - Weather Forecaster II		31.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer Senior	(see 2)	23.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.75
31030 - Bus Driver		19.31
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		11.61
31290 - Shuttle Bus Driver		14.10

31310 - Taxi Driver	12.57
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.19
31363 - Truckdriver Heavy	22.02
31364 - Truckdriver Tractor-Trailer	22.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.89
99050 - Desk Clerk	9.93
99095 - Embalmer	26.41
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	23.39
99310 - Mortician	26.41
99410 - Pest Controller	17.71
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	19.40
99730 - Refuse Collector	16.13
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	16.14
99830 - Survey Party Chief	22.85
99831 - Surveying Aide	15.26
99832 - Surveying Technician	20.77
99840 - Vending Machine Attendant	15.16
99841 - Vending Machine Repairer	16.54
99842 - Vending Machine Repairer Helper	15.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4252
Revision No.: 14
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Schuylkill

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		25.73
01035 - Court Reporter		16.46
01041 - Customer Service Representative I		12.16
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		17.57
01070 - Document Preparation Clerk		12.63

01090 - Duplicating Machine Operator 12.63
01111 - General Clerk I 11.92
01112 - General Clerk II 13.01
01113 - General Clerk III 14.73
01120 - Housing Referral Assistant 17.68
01141 - Messenger Courier 13.02
01191 - Order Clerk I 17.05
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 14.89
01262 - Personnel Assistant (Employment) II 16.67
01263 - Personnel Assistant (Employment) III 18.58
01270 - Production Control Clerk 20.79
01290 - Rental Clerk 13.59
01300 - Scheduler Maintenance 14.18
01311 - Secretary I 14.18
01312 - Secretary II 15.86
01313 - Secretary III 17.68
01320 - Service Order Dispatcher 15.70
01410 - Supply Technician 25.73
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 13.04
01531 - Travel Clerk I 16.24
01532 - Travel Clerk II 17.06
01533 - Travel Clerk III 18.18
01611 - Word Processor I 13.57
01612 - Word Processor II 15.23
01613 - Word Processor III 17.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.14
05010 - Automotive Electrician 15.65
05040 - Automotive Glass Installer 15.04
05070 - Automotive Worker 15.04
05110 - Mobile Equipment Servicer 14.04
05130 - Motor Equipment Metal Mechanic 16.35
05160 - Motor Equipment Metal Worker 15.04
05190 - Motor Vehicle Mechanic 16.35
05220 - Motor Vehicle Mechanic Helper 13.52
05250 - Motor Vehicle Upholstery Worker 14.53
05280 - Motor Vehicle Wrecker 15.04
05310 - Painter Automotive 15.65
05340 - Radiator Repair Specialist 15.05
05370 - Tire Repairer 13.21
05400 - Transmission Repair Specialist 16.35
07000 - Food Preparation And Service Occupations
07010 - Baker 12.19
07041 - Cook I 12.99
07042 - Cook II 14.42
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.32
07210 - Meat Cutter 16.23

07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.48
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	17.48
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	15.82
09130 - Upholsterer	17.48
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	11.58
11090 - Gardener	13.80
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	11.75
11240 - Maid or Houseman	10.40
11260 - Pruner	11.15
11270 - Tractor Operator	13.02
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	12.39
12000 - Health Occupations	
12010 - Ambulance Driver	13.79
12011 - Breath Alcohol Technician	19.05
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	27.64
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	31.24
12030 - EKG Technician	26.23
12035 - Electroneurodiagnostic Technologist	26.23
12040 - Emergency Medical Technician	13.79
12071 - Licensed Practical Nurse I	17.03
12072 - Licensed Practical Nurse II	19.05
12073 - Licensed Practical Nurse III	21.24
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	23.67
12160 - Medical Record Clerk	15.72
12190 - Medical Record Technician	18.95
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine Technologist	41.86
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	17.46
12236 - Optical Technician	17.03
12250 - Pharmacy Technician	13.75
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	27.66
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91

12313 - Registered Nurse II Specialist		27.91
12314 - Registered Nurse III		33.78
12315 - Registered Nurse III Anesthetist		33.78
12316 - Registered Nurse IV		40.49
12317 - Scheduler (Drug and Alcohol Testing)		23.60
12320 - Substance Abuse Treatment Counselor		26.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		15.51
13062 - Media Specialist II		17.36
13063 - Media Specialist III		19.34
13071 - Photographer I		15.51
13072 - Photographer II		18.88
13073 - Photographer III		21.50
13074 - Photographer IV		26.30
13075 - Photographer V		31.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.42
14042 - Computer Operator II		17.25
14043 - Computer Operator III		19.22
14044 - Computer Operator IV		21.36
14045 - Computer Operator V		23.66
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.42
14160 - Personal Computer Support Technician		21.36
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.61
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		41.85
15050 - Computer Based Training Specialist / Instructor		29.61
15060 - Educational Technologist		33.64

15070 - Flight Instructor (Pilot) 41.85
15080 - Graphic Artist 18.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.53
15086 - Maintenance Test Pilot Rotary Wing 41.53
15088 - Non-Maintenance Test/Co-Pilot 41.53
15090 - Technical Instructor 19.56
15095 - Technical Instructor/Course Developer 24.41
15110 - Test Proctor 15.79
15120 - Tutor 15.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.76
19040 - Tool And Die Maker 23.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 20.79
21040 - Material Expediter 20.79
21050 - Material Handling Laborer 14.48
21071 - Order Filler 11.92
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 15.52
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.52
23019 - Aircraft Logs and Records Technician 20.66
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 24.52
23023 - Aircraft Mechanic III 25.88
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.66
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 18.86
23125 - Cable Splicer 36.40
23130 - Carpenter Maintenance 19.00
23140 - Carpet Layer 19.76
23160 - Electrician Maintenance 24.78
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.96
23183 - Electronics Technician Maintenance III 27.13
23260 - Fabric Worker 20.66
23290 - Fire Alarm System Mechanic 23.12
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 23.82
23312 - Fuel Distribution System Operator 19.57
23370 - General Maintenance Worker 17.09
23380 - Ground Support Equipment Mechanic 23.82
23381 - Ground Support Equipment Servicer 20.66
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.57
23392 - Gunsmith II 21.72
23393 - Gunsmith III 23.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.85
23430 - Heavy Equipment Mechanic 21.08
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 23.82
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 14.48
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 22.87
23550 - Machinist Maintenance 19.80
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 23.82
23592 - Metrology Technician II 24.80
23593 - Metrology Technician III 25.88
23640 - Millwright 27.31
23710 - Office Appliance Repairer 23.13
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 23.55
23810 - Plumber Maintenance 23.02
23820 - Pneudraulic Systems Mechanic 23.82
23850 - Rigger 23.82
23870 - Scale Mechanic 21.72
23890 - Sheet-Metal Worker Maintenance 23.02
23910 - Small Engine Mechanic 15.75
23931 - Telecommunications Mechanic I 26.41

23932 - Telecommunications Mechanic II	27.47
23950 - Telephone Lineman	30.79
23960 - Welder Combination Maintenance	18.71
23965 - Well Driller	22.26
23970 - Woodcraft Worker	23.82
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	16.07
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.08
24610 - Chore Aide	11.11
24620 - Family Readiness And Support Services Coordinator	16.07
24630 - Homemaker	16.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.74
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	26.74
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.80
27007 - Baggage Inspector	12.65
27008 - Corrections Officer	27.90
27010 - Court Security Officer	22.79
27030 - Detection Dog Handler	15.71
27040 - Detention Officer	27.90
27070 - Firefighter	27.90
27101 - Guard I	12.65
27102 - Guard II	15.71
27131 - Police Officer I	27.32
27132 - Police Officer II	30.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.35
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.43
28210 - Gate Attendant/Gate Tender	16.17
28310 - Lifeguard	12.18
28350 - Park Attendant (Aide)	18.10
28510 - Recreation Aide/Health Facility Attendant	13.21
28515 - Recreation Specialist	20.91
28630 - Sports Official	14.41
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.02
29020 - Hatch Tender	23.02
29030 - Line Handler	23.02
29041 - Stevedore I	21.89
29042 - Stevedore II	24.16
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.18
30023 - Archeological Technician III 23.17
30030 - Cartographic Technician 23.17
30040 - Civil Engineering Technician 25.90
30051 - Cryogenic Technician I 25.08
30052 - Cryogenic Technician II 27.70
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.37
30064 - Drafter/CAD Operator IV 26.30
30081 - Engineering Technician I 15.60
30082 - Engineering Technician II 17.51
30083 - Engineering Technician III 19.60
30084 - Engineering Technician IV 24.27
30085 - Engineering Technician V 29.69
30086 - Engineering Technician VI 35.92
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 22.64
30210 - Laboratory Technician 26.65
30221 - Latent Fingerprint Technician I 25.08
30222 - Latent Fingerprint Technician II 27.70
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 18.89
30362 - Paralegal/Legal Assistant II 23.40
30363 - Paralegal/Legal Assistant III 28.61
30364 - Paralegal/Legal Assistant IV 34.62
30375 - Petroleum Supply Specialist 27.70
30390 - Photo-Optics Technician 22.37
30395 - Radiation Control Technician 27.70
30461 - Technical Writer I 23.01
30462 - Technical Writer II 28.14
30463 - Technical Writer III 34.07
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 26.30
30502 - Weather Forecaster II 31.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.37
30621 - Weather Observer Senior (see 2) 23.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.75
31030 - Bus Driver 17.55

31043 - Driver Courier	14.10
31260 - Parking and Lot Attendant	11.61
31290 - Shuttle Bus Driver	14.10
31310 - Taxi Driver	12.10
31361 - Truckdriver Light	14.10
31362 - Truckdriver Medium	15.19
31363 - Truckdriver Heavy	22.02
31364 - Truckdriver Tractor-Trailer	22.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	9.93
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	23.39
99310 - Mortician	25.63
99410 - Pest Controller	16.10
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	19.40
99730 - Refuse Collector	16.13
99810 - Sales Clerk	11.65
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	22.85
99831 - Surveying Aide	15.26
99832 - Surveying Technician	20.77
99840 - Vending Machine Attendant	15.16
99841 - Vending Machine Repairer	16.54
99842 - Vending Machine Repairer Helper	15.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4253
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.10
01012 - Accounting Clerk II		18.08
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.47
01043 - Customer Service Representative III		15.78
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		23.26
01070 - Document Preparation Clerk		15.63
01090 - Duplicating Machine Operator		15.63
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 12.18
01191 - Order Clerk I 16.25
01192 - Order Clerk II 17.73
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 22.67
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 20.79
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 13.87
01532 - Travel Clerk II 14.36
01533 - Travel Clerk III 15.49
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.57
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 17.03
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 12.55
07042 - Cook II 14.60
07070 - Dishwasher 10.16
07130 - Food Service Worker 10.94
07210 - Meat Cutter 15.60
07260 - Waiter/Waitress 9.58
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.51

09040 - Furniture Handler 17.02
09080 - Furniture Refinisher 21.51
09090 - Furniture Refinisher Helper 18.61
09110 - Furniture Repairer Minor 20.05
09130 - Upholsterer 21.51
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.82
11060 - Elevator Operator 12.82
11090 - Gardener 17.60
11122 - Housekeeping Aide 11.92
11150 - Janitor 11.92
11210 - Laborer Grounds Maintenance 14.38
11240 - Maid or Houseman 11.26
11260 - Pruner 12.94
11270 - Tractor Operator 16.94
11330 - Trail Maintenance Worker 14.38
11360 - Window Cleaner 12.85
12000 - Health Occupations
12010 - Ambulance Driver 18.40
12011 - Breath Alcohol Technician 19.44
12012 - Certified Occupational Therapist Assistant 29.81
12015 - Certified Physical Therapist Assistant 26.53
12020 - Dental Assistant 18.50
12025 - Dental Hygienist 34.89
12030 - EKG Technician 29.20
12035 - Electroneurodiagnostic Technologist 29.20
12040 - Emergency Medical Technician 18.40
12071 - Licensed Practical Nurse I 19.07
12072 - Licensed Practical Nurse II 21.35
12073 - Licensed Practical Nurse III 24.13
12100 - Medical Assistant 15.71
12130 - Medical Laboratory Technician 19.07
12160 - Medical Record Clerk 17.29
12190 - Medical Record Technician 21.28
12195 - Medical Transcriptionist 20.24
12210 - Nuclear Medicine Technologist 42.34
12221 - Nursing Assistant I 12.63
12222 - Nursing Assistant II 14.20
12223 - Nursing Assistant III 15.50
12224 - Nursing Assistant IV 17.41
12235 - Optical Dispenser 18.98
12236 - Optical Technician 17.22
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 18.99
12305 - Radiologic Technologist 31.89
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)		23.86
12320 - Substance Abuse Treatment Counselor		23.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.66
13012 - Exhibits Specialist II		24.36
13013 - Exhibits Specialist III		29.79
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.25
13072 - Photographer II		19.66
13073 - Photographer III		24.36
13074 - Photographer IV		29.79
13075 - Photographer V		36.05
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.75
15000 - Instructional Occupations		
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		29.91
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.99

15086 - Maintenance Test Pilot Rotary Wing 42.99
15088 - Non-Maintenance Test/Co-Pilot 42.99
15090 - Technical Instructor 25.43
15095 - Technical Instructor/Course Developer 31.11
15110 - Test Proctor 21.67
15120 - Tutor 21.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 25.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 22.67
21040 - Material Expediter 22.67
21050 - Material Handling Laborer 17.55
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.83
21130 - Shipping/Receiving Clerk 17.83
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.22
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 19.70
23050 - Aircraft Painter 22.76
23060 - Aircraft Servicer 21.22
23070 - Aircraft Survival Flight Equipment Technician 22.76
23080 - Aircraft Worker 21.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 22.76

23120 - Bicycle Repairer 20.13
23125 - Cable Splicer 28.62
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.99
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 26.97
23182 - Electronics Technician Maintenance II 27.90
23183 - Electronics Technician Maintenance III 28.85
23260 - Fabric Worker 21.22
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 20.46
23311 - Fuel Distribution System Mechanic 23.54
23312 - Fuel Distribution System Operator 20.46
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 21.22
23382 - Ground Support Equipment Worker 21.99
23391 - Gunsmith I 20.46
23392 - Gunsmith II 21.99
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.22
23430 - Heavy Equipment Mechanic 25.73
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 17.55
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 26.71
23550 - Machinist Maintenance 22.36
23580 - Maintenance Trades Helper 18.54
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.06
23640 - Millwright 25.33
23710 - Office Appliance Repairer 22.76
23760 - Painter Maintenance 25.34
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 25.49
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 23.54
23870 - Scale Mechanic 21.99
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 21.99
23931 - Telecommunications Mechanic I 33.39
23932 - Telecommunications Mechanic II 34.46
23950 - Telephone Lineman 27.41
23960 - Welder Combination Maintenance 24.60

23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	20.46
24000 - Personal Needs Occupations	
24550 - Case Manager	15.46
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	12.22
24620 - Family Readiness And Support Services Coordinator	15.46
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.59
25040 - Sewage Plant Operator	23.98
25070 - Stationary Engineer	23.54
25190 - Ventilation Equipment Tender	19.70
25210 - Water Treatment Plant Operator	23.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.22
27007 - Baggage Inspector	17.48
27008 - Corrections Officer	25.08
27010 - Court Security Officer	25.79
27030 - Detection Dog Handler	19.56
27040 - Detention Officer	25.08
27070 - Firefighter	25.79
27101 - Guard I	17.48
27102 - Guard II	19.56
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	13.56
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	15.17
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.08
28690 - Swimming Pool Operator	15.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.99
29020 - Hatch Tender	21.99
29030 - Line Handler	21.99
29041 - Stevedore I	21.22
29042 - Stevedore II	22.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.08

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		26.21
30051 - Cryogenic Technician I		29.89
30052 - Cryogenic Technician II		33.00
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		23.89
30210 - Laboratory Technician		25.19
30221 - Latent Fingerprint Technician I		29.89
30222 - Latent Fingerprint Technician II		33.00
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		21.48
30362 - Paralegal/Legal Assistant II		27.35
30363 - Paralegal/Legal Assistant III		33.46
30364 - Paralegal/Legal Assistant IV		40.47
30375 - Petroleum Supply Specialist		29.23
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		29.23
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.51
31020 - Bus Aide		16.52
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		14.37
31290 - Shuttle Bus Driver		15.66

31310 - Taxi Driver	14.93
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	19.99
31364 - Truckdriver Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.00
99050 - Desk Clerk	11.16
99095 - Embalmer	28.53
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	16.57
99252 - Laboratory Animal Caretaker II	17.31
99260 - Marketing Analyst	24.50
99310 - Mortician	28.53
99410 - Pest Controller	22.17
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	19.60
99730 - Refuse Collector	17.31
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	19.57
99830 - Survey Party Chief	22.02
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	22.16
99841 - Vending Machine Repairer	24.75
99842 - Vending Machine Repairer Helper	22.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4254
Revision No.: 14
Date Of Last Revision: 06/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.10
01012 - Accounting Clerk II		18.08
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.47
01043 - Customer Service Representative III		15.78
01051 - Data Entry Operator I		15.67
01052 - Data Entry Operator II		17.10
01060 - Dispatcher Motor Vehicle		23.26
01070 - Document Preparation Clerk		15.63

01090 - Duplicating Machine Operator	15.63
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	12.18
01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.73
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	22.67
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	20.79
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.57
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	17.03
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.16
07130 - Food Service Worker	10.94
07210 - Meat Cutter	15.60

07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.51
09040 - Furniture Handler	17.02
09080 - Furniture Refinisher	21.51
09090 - Furniture Refinisher Helper	18.61
09110 - Furniture Repairer Minor	20.05
09130 - Upholsterer	21.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.82
11060 - Elevator Operator	12.82
11090 - Gardener	17.60
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	14.38
11240 - Maid or Houseman	11.26
11260 - Pruner	12.94
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	14.38
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	29.81
12015 - Certified Physical Therapist Assistant	26.53
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.89
12030 - EKG Technician	29.20
12035 - Electroneurodiagnostic Technologist	29.20
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.71
12130 - Medical Laboratory Technician	19.07
12160 - Medical Record Clerk	17.29
12190 - Medical Record Technician	21.28
12195 - Medical Transcriptionist	20.24
12210 - Nuclear Medicine Technologist	42.34
12221 - Nursing Assistant I	12.63
12222 - Nursing Assistant II	14.20
12223 - Nursing Assistant III	15.50
12224 - Nursing Assistant IV	17.41
12235 - Optical Dispenser	18.98
12236 - Optical Technician	17.22
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	18.99
12305 - Radiologic Technologist	31.89
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)		23.86
12320 - Substance Abuse Treatment Counselor		23.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.66
13012 - Exhibits Specialist II		24.36
13013 - Exhibits Specialist III		29.79
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.25
13072 - Photographer II		19.66
13073 - Photographer III		24.36
13074 - Photographer IV		29.79
13075 - Photographer V		36.05
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.75
15000 - Instructional Occupations		
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		29.91

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.99
15086 - Maintenance Test Pilot Rotary Wing 42.99
15088 - Non-Maintenance Test/Co-Pilot 42.99
15090 - Technical Instructor 25.43
15095 - Technical Instructor/Course Developer 31.11
15110 - Test Proctor 21.67
15120 - Tutor 21.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.54
19040 - Tool And Die Maker 25.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 22.67
21040 - Material Expediter 22.67
21050 - Material Handling Laborer 17.55
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.83
21130 - Shipping/Receiving Clerk 17.83
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.22
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 19.70
23050 - Aircraft Painter 22.76
23060 - Aircraft Servicer 21.22
23070 - Aircraft Survival Flight Equipment Technician 22.76
23080 - Aircraft Worker 21.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.99

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 22.76
23120 - Bicycle Repairer 20.13
23125 - Cable Splicer 28.62
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.99
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 26.97
23182 - Electronics Technician Maintenance II 27.90
23183 - Electronics Technician Maintenance III 28.85
23260 - Fabric Worker 21.22
23290 - Fire Alarm System Mechanic 23.54
23310 - Fire Extinguisher Repairer 20.46
23311 - Fuel Distribution System Mechanic 23.54
23312 - Fuel Distribution System Operator 20.46
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 21.22
23382 - Ground Support Equipment Worker 21.99
23391 - Gunsmith I 20.46
23392 - Gunsmith II 21.99
23393 - Gunsmith III 23.54
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.47
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.22
23430 - Heavy Equipment Mechanic 25.73
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.54
23465 - Laboratory/Shelter Mechanic 22.76
23470 - Laborer 17.55
23510 - Locksmith 22.76
23530 - Machinery Maintenance Mechanic 26.71
23550 - Machinist Maintenance 22.36
23580 - Maintenance Trades Helper 18.54
23591 - Metrology Technician I 23.54
23592 - Metrology Technician II 24.31
23593 - Metrology Technician III 25.06
23640 - Millwright 25.33
23710 - Office Appliance Repairer 22.76
23760 - Painter Maintenance 25.34
23790 - Pipefitter Maintenance 26.37
23810 - Plumber Maintenance 25.49
23820 - Pneudraulic Systems Mechanic 23.54
23850 - Rigger 23.54
23870 - Scale Mechanic 21.99
23890 - Sheet-Metal Worker Maintenance 23.54
23910 - Small Engine Mechanic 21.99
23931 - Telecommunications Mechanic I 33.39

23932 - Telecommunications Mechanic II 34.46
23950 - Telephone Lineman 27.41
23960 - Welder Combination Maintenance 24.60
23965 - Well Driller 23.54
23970 - Woodcraft Worker 23.54
23980 - Woodworker 20.46
24000 - Personal Needs Occupations
24550 - Case Manager 15.46
24570 - Child Care Attendant 12.19
24580 - Child Care Center Clerk 14.50
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 15.46
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.59
25040 - Sewage Plant Operator 23.98
25070 - Stationary Engineer 23.54
25190 - Ventilation Equipment Tender 19.70
25210 - Water Treatment Plant Operator 23.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.22
27007 - Baggage Inspector 17.48
27008 - Corrections Officer 25.08
27010 - Court Security Officer 25.79
27030 - Detection Dog Handler 19.56
27040 - Detention Officer 25.08
27070 - Firefighter 25.79
27101 - Guard I 17.48
27102 - Guard II 19.56
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.51
28042 - Carnival Equipment Repairer 12.00
28043 - Carnival Worker 9.24
28210 - Gate Attendant/Gate Tender 13.56
28310 - Lifeguard 12.08
28350 - Park Attendant (Aide) 15.17
28510 - Recreation Aide/Health Facility Attendant 11.07
28515 - Recreation Specialist 18.79
28630 - Sports Official 12.08
28690 - Swimming Pool Operator 15.60
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.99
29020 - Hatch Tender 21.99
29030 - Line Handler 21.99
29041 - Stevedore I 21.22
29042 - Stevedore II 22.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 26.21
30051 - Cryogenic Technician I 29.89
30052 - Cryogenic Technician II 33.00
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 23.89
30210 - Laboratory Technician 25.19
30221 - Latent Fingerprint Technician I 29.89
30222 - Latent Fingerprint Technician II 33.00
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 21.48
30362 - Paralegal/Legal Assistant II 27.35
30363 - Paralegal/Legal Assistant III 33.46
30364 - Paralegal/Legal Assistant IV 40.47
30375 - Petroleum Supply Specialist 29.23
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 29.23
30461 - Technical Writer I 24.12
30462 - Technical Writer II 29.52
30463 - Technical Writer III 35.72
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 16.52
31030 - Bus Driver 20.85

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	14.37
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	14.93
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	19.99
31364 - Truckdriver Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.00
99050 - Desk Clerk	11.16
99095 - Embalmer	28.53
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	16.57
99252 - Laboratory Animal Caretaker II	17.31
99260 - Marketing Analyst	24.50
99310 - Mortician	28.53
99410 - Pest Controller	22.17
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.08
99711 - Recycling Specialist	19.60
99730 - Refuse Collector	17.31
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	19.57
99830 - Survey Party Chief	22.02
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	22.16
99841 - Vending Machine Repairer	24.75
99842 - Vending Machine Repairer Helper	22.16

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4255
Revision No.: 15
Date Of Last Revision: 04/13/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Juniata Mifflin Northumberland Snyder Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		25.73
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		15.20
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.08
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.91
01090 - Duplicating Machine Operator		13.91
01111 - General Clerk I		13.11
01112 - General Clerk II		14.31

01113 - General Clerk III 16.06
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 13.12
01191 - Order Clerk I 17.05
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 16.65
01262 - Personnel Assistant (Employment) II 18.62
01263 - Personnel Assistant (Employment) III 20.75
01270 - Production Control Clerk 22.39
01290 - Rental Clerk 13.75
01300 - Scheduler Maintenance 15.61
01311 - Secretary I 15.61
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 16.83
01410 - Supply Technician 25.73
01420 - Survey Worker 18.32
01460 - Switchboard Operator/Receptionist 13.32
01531 - Travel Clerk I 15.99
01532 - Travel Clerk II 17.17
01533 - Travel Clerk III 18.41
01611 - Word Processor I 14.51
01612 - Word Processor II 16.29
01613 - Word Processor III 18.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.95
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 17.37
05070 - Automotive Worker 17.37
05110 - Mobile Equipment Servicer 15.88
05130 - Motor Equipment Metal Mechanic 18.68
05160 - Motor Equipment Metal Worker 17.37
05190 - Motor Vehicle Mechanic 18.68
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 16.62
05280 - Motor Vehicle Wrecker 17.37
05310 - Painter Automotive 18.12
05340 - Radiator Repair Specialist 17.37
05370 - Tire Repairer 14.53
05400 - Transmission Repair Specialist 18.68
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 12.99
07042 - Cook II 14.42
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.92
07210 - Meat Cutter 16.63
07260 - Waiter/Waitress 9.99
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.88

09040 - Furniture Handler 14.47
09080 - Furniture Refinisher 18.88
09090 - Furniture Refinisher Helper 15.75
09110 - Furniture Repairer Minor 17.31
09130 - Upholsterer 19.54
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.12
11060 - Elevator Operator 11.89
11090 - Gardener 14.73
11122 - Housekeeping Aide 12.29
11150 - Janitor 12.29
11210 - Laborer Grounds Maintenance 12.18
11240 - Maid or Houseman 10.70
11260 - Pruner 11.32
11270 - Tractor Operator 13.89
11330 - Trail Maintenance Worker 12.18
11360 - Window Cleaner 12.68
12000 - Health Occupations
12010 - Ambulance Driver 15.10
12011 - Breath Alcohol Technician 19.68
12012 - Certified Occupational Therapist Assistant 28.36
12015 - Certified Physical Therapist Assistant 28.65
12020 - Dental Assistant 18.51
12025 - Dental Hygienist 31.24
12030 - EKG Technician 28.12
12035 - Electroneurodiagnostic Technologist 28.12
12040 - Emergency Medical Technician 15.10
12071 - Licensed Practical Nurse I 17.60
12072 - Licensed Practical Nurse II 19.68
12073 - Licensed Practical Nurse III 21.94
12100 - Medical Assistant 16.06
12130 - Medical Laboratory Technician 25.32
12160 - Medical Record Clerk 16.09
12190 - Medical Record Technician 18.95
12195 - Medical Transcriptionist 19.18
12210 - Nuclear Medicine Technologist 43.26
12221 - Nursing Assistant I 12.02
12222 - Nursing Assistant II 13.51
12223 - Nursing Assistant III 14.74
12224 - Nursing Assistant IV 16.56
12235 - Optical Dispenser 18.11
12236 - Optical Technician 17.60
12250 - Pharmacy Technician 13.87
12280 - Phlebotomist 16.93
12305 - Radiologic Technologist 28.90
12311 - Registered Nurse I 23.37
12312 - Registered Nurse II 28.58
12313 - Registered Nurse II Specialist 28.58
12314 - Registered Nurse III 34.59
12315 - Registered Nurse III Anesthetist 34.59

12316 - Registered Nurse IV		41.45
12317 - Scheduler (Drug and Alcohol Testing)		24.37
12320 - Substance Abuse Treatment Counselor		26.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.05
13012 - Exhibits Specialist II		23.61
13013 - Exhibits Specialist III		28.89
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.60
13054 - Library Information Technology Systems Administrator		23.13
13058 - Library Technician		14.66
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.82
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.39
14043 - Computer Operator III		20.50
14044 - Computer Operator IV		22.78
14045 - Computer Operator V		25.23
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.45
14160 - Personal Computer Support Technician		22.78
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.00
15020 - Aircrew Training Devices Instructor (Rated)		35.10
15030 - Air Crew Training Devices Instructor (Pilot)		42.06
15050 - Computer Based Training Specialist / Instructor		29.00
15060 - Educational Technologist		35.98
15070 - Flight Instructor (Pilot)		42.06
15080 - Graphic Artist		20.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.06

15086 - Maintenance Test Pilot Rotary Wing 42.06
15088 - Non-Maintenance Test/Co-Pilot 42.06
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.68
16030 - Counter Attendant 10.68
16040 - Dry Cleaner 13.33
16070 - Finisher Flatwork Machine 10.68
16090 - Presser Hand 10.68
16110 - Presser Machine Drycleaning 10.68
16130 - Presser Machine Shirts 10.68
16160 - Presser Machine Wearing Apparel Laundry 10.68
16190 - Sewing Machine Operator 14.19
16220 - Tailor 15.07
16250 - Washer Machine 11.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.76
19040 - Tool And Die Maker 23.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.83
21030 - Material Coordinator 22.39
21040 - Material Expediter 22.39
21050 - Material Handling Laborer 15.53
21071 - Order Filler 13.82
21080 - Production Line Worker (Food Processing) 19.83
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 15.57
21150 - Stock Clerk 18.92
21210 - Tools And Parts Attendant 19.83
21410 - Warehouse Specialist 19.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.80
23019 - Aircraft Logs and Records Technician 20.66
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 24.80
23023 - Aircraft Mechanic III 25.88
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.66
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 22.80

23120 - Bicycle Repairer 19.57
23125 - Cable Splicer 36.40
23130 - Carpenter Maintenance 20.73
23140 - Carpet Layer 21.74
23160 - Electrician Maintenance 24.08
23181 - Electronics Technician Maintenance I 25.29
23182 - Electronics Technician Maintenance II 26.55
23183 - Electronics Technician Maintenance III 27.74
23260 - Fabric Worker 20.66
23290 - Fire Alarm System Mechanic 23.82
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 23.82
23312 - Fuel Distribution System Operator 19.57
23370 - General Maintenance Worker 17.30
23380 - Ground Support Equipment Mechanic 23.82
23381 - Ground Support Equipment Servicer 20.66
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.57
23392 - Gunsmith II 21.72
23393 - Gunsmith III 23.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.24
23430 - Heavy Equipment Mechanic 22.88
23440 - Heavy Equipment Operator 21.41
23460 - Instrument Mechanic 23.82
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 15.17
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 24.24
23550 - Machinist Maintenance 20.82
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 23.82
23592 - Metrology Technician II 24.80
23593 - Metrology Technician III 25.88
23640 - Millwright 27.47
23710 - Office Appliance Repairer 23.13
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 23.41
23810 - Plumber Maintenance 22.03
23820 - Pneudraulic Systems Mechanic 23.82
23850 - Rigger 23.82
23870 - Scale Mechanic 21.72
23890 - Sheet-Metal Worker Maintenance 24.32
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 29.61
23932 - Telecommunications Mechanic II 30.78
23950 - Telephone Lineman 30.79
23960 - Welder Combination Maintenance 19.46

23965 - Well Driller	22.99
23970 - Woodcraft Worker	23.82
23980 - Woodworker	19.57
24000 - Personal Needs Occupations	
24550 - Case Manager	17.23
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	11.38
24620 - Family Readiness And Support Services Coordinator	17.23
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.60
25040 - Sewage Plant Operator	19.78
25070 - Stationary Engineer	27.60
25190 - Ventilation Equipment Tender	21.33
25210 - Water Treatment Plant Operator	19.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.80
27007 - Baggage Inspector	12.65
27008 - Corrections Officer	29.10
27010 - Court Security Officer	26.84
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	29.10
27070 - Firefighter	29.10
27101 - Guard I	12.65
27102 - Guard II	16.29
27131 - Police Officer I	27.32
27132 - Police Officer II	30.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.09
28042 - Carnival Equipment Repairer	12.83
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	16.17
28310 - Lifeguard	11.03
28350 - Park Attendant (Aide)	18.10
28510 - Recreation Aide/Health Facility Attendant	13.21
28515 - Recreation Specialist	21.14
28630 - Sports Official	14.41
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.28
29020 - Hatch Tender	23.28
29030 - Line Handler	23.28
29041 - Stevedore I	22.12
29042 - Stevedore II	24.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.14
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		23.75
30030 - Cartographic Technician		23.75
30040 - Civil Engineering Technician		25.90
30051 - Cryogenic Technician I		25.08
30052 - Cryogenic Technician II		27.70
30061 - Drafter/CAD Operator I		17.14
30062 - Drafter/CAD Operator II		19.18
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.30
30081 - Engineering Technician I		16.11
30082 - Engineering Technician II		18.10
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		25.07
30085 - Engineering Technician V		30.67
30086 - Engineering Technician VI		37.11
30090 - Environmental Technician		24.75
30095 - Evidence Control Specialist		22.64
30210 - Laboratory Technician		30.98
30221 - Latent Fingerprint Technician I		25.08
30222 - Latent Fingerprint Technician II		27.70
30240 - Mathematical Technician		23.75
30361 - Paralegal/Legal Assistant I		19.03
30362 - Paralegal/Legal Assistant II		23.57
30363 - Paralegal/Legal Assistant III		28.84
30364 - Paralegal/Legal Assistant IV		34.89
30375 - Petroleum Supply Specialist		27.70
30390 - Photo-Optics Technician		23.05
30395 - Radiation Control Technician		27.70
30461 - Technical Writer I		21.75
30462 - Technical Writer II		26.60
30463 - Technical Writer III		32.19
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.30
30502 - Weather Forecaster II		31.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer Senior	(see 2)	23.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.01
31030 - Bus Driver		18.40
31043 - Driver Courier		14.56
31260 - Parking and Lot Attendant		10.54
31290 - Shuttle Bus Driver		15.49

31310 - Taxi Driver	12.57
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.89
99050 - Desk Clerk	10.46
99095 - Embalmer	29.93
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	23.39
99310 - Mortician	29.93
99410 - Pest Controller	17.71
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	19.40
99730 - Refuse Collector	16.13
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	18.26
99830 - Survey Party Chief	23.89
99831 - Surveying Aide	16.36
99832 - Surveying Technician	21.08
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4256
Revision No.: 14
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Juniata Mifflin Northumberland Snyder Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.60
01020 - Administrative Assistant		25.73
01035 - Court Reporter		22.23
01041 - Customer Service Representative I		12.16
01042 - Customer Service Representative II		13.68
01043 - Customer Service Representative III		14.92
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.91

01090 - Duplicating Machine Operator 13.91
01111 - General Clerk I 11.92
01112 - General Clerk II 13.01
01113 - General Clerk III 14.60
01120 - Housing Referral Assistant 19.71
01141 - Messenger Courier 13.02
01191 - Order Clerk I 17.05
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 16.27
01262 - Personnel Assistant (Employment) II 18.20
01263 - Personnel Assistant (Employment) III 20.29
01270 - Production Control Clerk 21.68
01290 - Rental Clerk 13.75
01300 - Scheduler Maintenance 15.61
01311 - Secretary I 15.61
01312 - Secretary II 17.68
01313 - Secretary III 19.71
01320 - Service Order Dispatcher 16.83
01410 - Supply Technician 25.73
01420 - Survey Worker 16.65
01460 - Switchboard Operator/Receptionist 13.04
01531 - Travel Clerk I 15.26
01532 - Travel Clerk II 16.38
01533 - Travel Clerk III 17.57
01611 - Word Processor I 14.25
01612 - Word Processor II 15.84
01613 - Word Processor III 17.68
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.95
05010 - Automotive Electrician 18.12
05040 - Automotive Glass Installer 17.37
05070 - Automotive Worker 17.37
05110 - Mobile Equipment Servicer 15.88
05130 - Motor Equipment Metal Mechanic 18.68
05160 - Motor Equipment Metal Worker 17.37
05190 - Motor Vehicle Mechanic 18.68
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 16.62
05280 - Motor Vehicle Wrecker 17.37
05310 - Painter Automotive 18.12
05340 - Radiator Repair Specialist 17.37
05370 - Tire Repairer 14.53
05400 - Transmission Repair Specialist 18.68
07000 - Food Preparation And Service Occupations
07010 - Baker 12.53
07041 - Cook I 12.99
07042 - Cook II 14.42
07070 - Dishwasher 8.99
07130 - Food Service Worker 10.32
07210 - Meat Cutter 16.23

07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.88
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.88
09090 - Furniture Refinisher Helper	15.75
09110 - Furniture Repairer Minor	17.31
09130 - Upholsterer	19.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	11.58
11090 - Gardener	14.73
11122 - Housekeeping Aide	12.29
11150 - Janitor	12.29
11210 - Laborer Grounds Maintenance	12.18
11240 - Maid or Houseman	10.40
11260 - Pruner	11.32
11270 - Tractor Operator	13.89
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.10
12011 - Breath Alcohol Technician	19.05
12012 - Certified Occupational Therapist Assistant	27.96
12015 - Certified Physical Therapist Assistant	27.64
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	31.24
12030 - EKG Technician	26.23
12035 - Electroneurodiagnostic Technologist	26.23
12040 - Emergency Medical Technician	15.10
12071 - Licensed Practical Nurse I	17.03
12072 - Licensed Practical Nurse II	19.05
12073 - Licensed Practical Nurse III	21.24
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	15.91
12190 - Medical Record Technician	18.95
12195 - Medical Transcriptionist	18.19
12210 - Nuclear Medicine Technologist	41.63
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	18.11
12236 - Optical Technician	17.03
12250 - Pharmacy Technician	13.75
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	27.90
12311 - Registered Nurse I	22.75
12312 - Registered Nurse II	27.84

12313 - Registered Nurse II Specialist		27.84
12314 - Registered Nurse III		33.68
12315 - Registered Nurse III Anesthetist		33.68
12316 - Registered Nurse IV		40.36
12317 - Scheduler (Drug and Alcohol Testing)		23.60
12320 - Substance Abuse Treatment Counselor		26.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.05
13012 - Exhibits Specialist II		23.61
13013 - Exhibits Specialist III		28.89
13041 - Illustrator I		18.66
13042 - Illustrator II		23.13
13043 - Illustrator III		28.30
13047 - Librarian		25.61
13050 - Library Aide/Clerk		10.60
13054 - Library Information Technology Systems Administrator		23.13
13058 - Library Technician		14.66
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.82
13071 - Photographer I		17.17
13072 - Photographer II		19.67
13073 - Photographer III		23.69
13074 - Photographer IV		28.98
13075 - Photographer V		35.06
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		19.28
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.18
14043 - Computer Operator III		20.28
14044 - Computer Operator IV		22.53
14045 - Computer Operator V		24.94
14071 - Computer Programmer I	(see 1)	21.66
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		22.53
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.91
15030 - Air Crew Training Devices Instructor (Pilot)		41.85
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		33.83

15070 - Flight Instructor (Pilot) 41.85
15080 - Graphic Artist 20.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.53
15086 - Maintenance Test Pilot Rotary Wing 41.53
15088 - Non-Maintenance Test/Co-Pilot 41.53
15090 - Technical Instructor 23.54
15095 - Technical Instructor/Course Developer 28.80
15110 - Test Proctor 19.00
15120 - Tutor 19.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.76
19040 - Tool And Die Maker 23.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.99
21030 - Material Coordinator 21.68
21040 - Material Expediter 21.68
21050 - Material Handling Laborer 15.53
21071 - Order Filler 12.56
21080 - Production Line Worker (Food Processing) 18.99
21110 - Shipping Packer 17.27
21130 - Shipping/Receiving Clerk 17.27
21140 - Store Worker I 15.52
21150 - Stock Clerk 18.85
21210 - Tools And Parts Attendant 18.99
21410 - Warehouse Specialist 18.99
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.80
23019 - Aircraft Logs and Records Technician 20.66
23021 - Aircraft Mechanic I 23.82
23022 - Aircraft Mechanic II 24.80
23023 - Aircraft Mechanic III 25.88
23040 - Aircraft Mechanic Helper 18.46
23050 - Aircraft Painter 22.80
23060 - Aircraft Servicer 20.66
23070 - Aircraft Survival Flight Equipment Technician 22.80
23080 - Aircraft Worker 21.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.72

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.82
23110 - Appliance Mechanic 22.80
23120 - Bicycle Repairer 19.57
23125 - Cable Splicer 36.40
23130 - Carpenter Maintenance 19.67
23140 - Carpet Layer 19.76
23160 - Electrician Maintenance 24.08
23181 - Electronics Technician Maintenance I 24.73
23182 - Electronics Technician Maintenance II 25.96
23183 - Electronics Technician Maintenance III 27.13
23260 - Fabric Worker 20.66
23290 - Fire Alarm System Mechanic 23.82
23310 - Fire Extinguisher Repairer 19.57
23311 - Fuel Distribution System Mechanic 23.82
23312 - Fuel Distribution System Operator 19.57
23370 - General Maintenance Worker 17.30
23380 - Ground Support Equipment Mechanic 23.82
23381 - Ground Support Equipment Servicer 20.66
23382 - Ground Support Equipment Worker 21.72
23391 - Gunsmith I 19.57
23392 - Gunsmith II 21.72
23393 - Gunsmith III 23.82
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.24
23430 - Heavy Equipment Mechanic 22.88
23440 - Heavy Equipment Operator 21.41
23460 - Instrument Mechanic 23.82
23465 - Laboratory/Shelter Mechanic 22.80
23470 - Laborer 14.89
23510 - Locksmith 22.80
23530 - Machinery Maintenance Mechanic 22.87
23550 - Machinist Maintenance 20.59
23580 - Maintenance Trades Helper 14.97
23591 - Metrology Technician I 23.82
23592 - Metrology Technician II 24.80
23593 - Metrology Technician III 25.88
23640 - Millwright 27.31
23710 - Office Appliance Repairer 23.13
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 23.41
23810 - Plumber Maintenance 22.03
23820 - Pneudraulic Systems Mechanic 23.82
23850 - Rigger 23.82
23870 - Scale Mechanic 21.72
23890 - Sheet-Metal Worker Maintenance 22.36
23910 - Small Engine Mechanic 18.10
23931 - Telecommunications Mechanic I 29.61

23932 - Telecommunications Mechanic II 30.78
23950 - Telephone Lineman 30.79
23960 - Welder Combination Maintenance 19.46
23965 - Well Driller 22.99
23970 - Woodcraft Worker 23.82
23980 - Woodworker 19.57
24000 - Personal Needs Occupations
24550 - Case Manager 17.23
24570 - Child Care Attendant 11.43
24580 - Child Care Center Clerk 16.23
24610 - Chore Aide 11.11
24620 - Family Readiness And Support Services Coordinator 17.23
24630 - Homemaker 17.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.74
25040 - Sewage Plant Operator 19.78
25070 - Stationary Engineer 26.74
25190 - Ventilation Equipment Tender 20.72
25210 - Water Treatment Plant Operator 19.78
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.80
27007 - Baggage Inspector 12.65
27008 - Corrections Officer 27.90
27010 - Court Security Officer 24.40
27030 - Detection Dog Handler 16.29
27040 - Detention Officer 27.90
27070 - Firefighter 27.90
27101 - Guard I 12.65
27102 - Guard II 16.29
27131 - Police Officer I 27.32
27132 - Police Officer II 30.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.53
28042 - Carnival Equipment Repairer 12.17
28043 - Carnival Worker 9.61
28210 - Gate Attendant/Gate Tender 16.17
28310 - Lifeguard 11.03
28350 - Park Attendant (Aide) 18.10
28510 - Recreation Aide/Health Facility Attendant 13.21
28515 - Recreation Specialist 20.91
28630 - Sports Official 14.41
28690 - Swimming Pool Operator 18.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.02
29020 - Hatch Tender 23.02
29030 - Line Handler 23.02
29041 - Stevedore I 21.89
29042 - Stevedore II 24.16
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.14
30022 - Archeological Technician II 19.39
30023 - Archeological Technician III 23.75
30030 - Cartographic Technician 23.75
30040 - Civil Engineering Technician 25.90
30051 - Cryogenic Technician I 25.08
30052 - Cryogenic Technician II 27.70
30061 - Drafter/CAD Operator I 17.14
30062 - Drafter/CAD Operator II 19.18
30063 - Drafter/CAD Operator III 21.37
30064 - Drafter/CAD Operator IV 26.30
30081 - Engineering Technician I 15.60
30082 - Engineering Technician II 17.51
30083 - Engineering Technician III 19.60
30084 - Engineering Technician IV 24.27
30085 - Engineering Technician V 29.69
30086 - Engineering Technician VI 35.92
30090 - Environmental Technician 24.75
30095 - Evidence Control Specialist 22.64
30210 - Laboratory Technician 30.98
30221 - Latent Fingerprint Technician I 25.08
30222 - Latent Fingerprint Technician II 27.70
30240 - Mathematical Technician 23.75
30361 - Paralegal/Legal Assistant I 19.03
30362 - Paralegal/Legal Assistant II 23.57
30363 - Paralegal/Legal Assistant III 28.84
30364 - Paralegal/Legal Assistant IV 34.89
30375 - Petroleum Supply Specialist 27.70
30390 - Photo-Optics Technician 23.05
30395 - Radiation Control Technician 27.70
30461 - Technical Writer I 21.75
30462 - Technical Writer II 26.60
30463 - Technical Writer III 32.19
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.30
30502 - Weather Forecaster II 31.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.37
30621 - Weather Observer Senior (see 2) 23.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.01
31030 - Bus Driver 16.73

31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	10.52
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	12.10
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	18.05
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.51
99050 - Desk Clerk	10.46
99095 - Embalmer	29.93
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.44
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	23.39
99310 - Mortician	29.93
99410 - Pest Controller	16.10
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.19
99711 - Recycling Specialist	19.40
99730 - Refuse Collector	16.13
99810 - Sales Clerk	12.47
99820 - School Crossing Guard	16.60
99830 - Survey Party Chief	23.89
99831 - Surveying Aide	16.36
99832 - Surveying Technician	21.08
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4257
Revision No.: 15
Date Of Last Revision: 04/13/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Bradford Sullivan Susquehanna Tioga Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07
01012 - Accounting Clerk II		15.80
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		22.97
01035 - Court Reporter		17.18
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		13.81
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		18.33
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.54
01112 - General Clerk II		13.68

01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 19.14
01141 - Messenger Courier 12.30
01191 - Order Clerk I 12.80
01192 - Order Clerk II 14.89
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.11
01263 - Personnel Assistant (Employment) III 20.19
01270 - Production Control Clerk 21.70
01290 - Rental Clerk 14.84
01300 - Scheduler Maintenance 15.36
01311 - Secretary I 15.36
01312 - Secretary II 17.18
01313 - Secretary III 19.14
01320 - Service Order Dispatcher 16.57
01410 - Supply Technician 22.97
01420 - Survey Worker 18.26
01460 - Switchboard Operator/Receptionist 12.79
01531 - Travel Clerk I 13.42
01532 - Travel Clerk II 14.10
01533 - Travel Clerk III 15.03
01611 - Word Processor I 14.19
01612 - Word Processor II 15.94
01613 - Word Processor III 17.82
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 16.41
05010 - Automotive Electrician 17.24
05040 - Automotive Glass Installer 16.45
05070 - Automotive Worker 16.45
05110 - Mobile Equipment Servicer 14.70
05130 - Motor Equipment Metal Mechanic 17.98
05160 - Motor Equipment Metal Worker 16.45
05190 - Motor Vehicle Mechanic 17.98
05220 - Motor Vehicle Mechanic Helper 13.87
05250 - Motor Vehicle Upholstery Worker 15.63
05280 - Motor Vehicle Wrecker 16.45
05310 - Painter Automotive 17.24
05340 - Radiator Repair Specialist 16.45
05370 - Tire Repairer 15.22
05400 - Transmission Repair Specialist 17.98
07000 - Food Preparation And Service Occupations
07010 - Baker 12.19
07041 - Cook I 12.58
07042 - Cook II 14.08
07070 - Dishwasher 8.88
07130 - Food Service Worker 10.18
07210 - Meat Cutter 18.08
07260 - Waiter/Waitress 9.53
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.68

09040 - Furniture Handler 15.22
09080 - Furniture Refinisher 18.38
09090 - Furniture Refinisher Helper 15.92
09110 - Furniture Repairer Minor 17.05
09130 - Upholsterer 18.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.61
11060 - Elevator Operator 11.98
11090 - Gardener 18.62
11122 - Housekeeping Aide 11.98
11150 - Janitor 11.98
11210 - Laborer Grounds Maintenance 15.39
11240 - Maid or Houseman 10.20
11260 - Pruner 14.33
11270 - Tractor Operator 17.57
11330 - Trail Maintenance Worker 15.39
11360 - Window Cleaner 12.87
12000 - Health Occupations
12010 - Ambulance Driver 15.92
12011 - Breath Alcohol Technician 18.63
12012 - Certified Occupational Therapist Assistant 27.35
12015 - Certified Physical Therapist Assistant 24.35
12020 - Dental Assistant 15.91
12025 - Dental Hygienist 30.88
12030 - EKG Technician 28.04
12035 - Electroneurodiagnostic Technologist 28.04
12040 - Emergency Medical Technician 15.92
12071 - Licensed Practical Nurse I 16.66
12072 - Licensed Practical Nurse II 18.63
12073 - Licensed Practical Nurse III 20.77
12100 - Medical Assistant 16.21
12130 - Medical Laboratory Technician 23.34
12160 - Medical Record Clerk 16.28
12190 - Medical Record Technician 19.97
12195 - Medical Transcriptionist 18.34
12210 - Nuclear Medicine Technologist 40.95
12221 - Nursing Assistant I 11.69
12222 - Nursing Assistant II 13.13
12223 - Nursing Assistant III 14.33
12224 - Nursing Assistant IV 16.10
12235 - Optical Dispenser 15.34
12236 - Optical Technician 16.66
12250 - Pharmacy Technician 15.14
12280 - Phlebotomist 18.40
12305 - Radiologic Technologist 24.73
12311 - Registered Nurse I 24.38
12312 - Registered Nurse II 29.83
12313 - Registered Nurse II Specialist 29.83
12314 - Registered Nurse III 36.09
12315 - Registered Nurse III Anesthetist 36.09

12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		26.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.10
13063 - Media Specialist III		17.94
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.06
14042 - Computer Operator II		16.84
14043 - Computer Operator III		18.77
14044 - Computer Operator IV		20.87
14045 - Computer Operator V		23.11
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.06
14160 - Personal Computer Support Technician		20.87
14170 - System Support Specialist		25.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.21
15030 - Air Crew Training Devices Instructor (Pilot)		43.39
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		43.39
15080 - Graphic Artist		18.05
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.39

15086 - Maintenance Test Pilot Rotary Wing 43.39
15088 - Non-Maintenance Test/Co-Pilot 43.39
15090 - Technical Instructor 20.32
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 16.40
15120 - Tutor 16.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.51
19040 - Tool And Die Maker 21.67
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.82
21030 - Material Coordinator 21.70
21040 - Material Expediter 21.70
21050 - Material Handling Laborer 14.36
21071 - Order Filler 12.19
21080 - Production Line Worker (Food Processing) 20.82
21110 - Shipping Packer 17.49
21130 - Shipping/Receiving Clerk 17.49
21140 - Store Worker I 15.77
21150 - Stock Clerk 19.51
21210 - Tools And Parts Attendant 20.82
21410 - Warehouse Specialist 20.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.03
23019 - Aircraft Logs and Records Technician 22.57
23021 - Aircraft Mechanic I 25.97
23022 - Aircraft Mechanic II 27.03
23023 - Aircraft Mechanic III 28.08
23040 - Aircraft Mechanic Helper 20.03
23050 - Aircraft Painter 24.90
23060 - Aircraft Servicer 22.57
23070 - Aircraft Survival Flight Equipment Technician 24.90
23080 - Aircraft Worker 23.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.97
23110 - Appliance Mechanic 24.90

23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 42.94
23130 - Carpenter Maintenance 19.03
23140 - Carpet Layer 19.38
23160 - Electrician Maintenance 26.28
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 26.82
23183 - Electronics Technician Maintenance III 27.98
23260 - Fabric Worker 22.57
23290 - Fire Alarm System Mechanic 25.97
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 28.16
23312 - Fuel Distribution System Operator 23.24
23370 - General Maintenance Worker 18.13
23380 - Ground Support Equipment Mechanic 25.97
23381 - Ground Support Equipment Servicer 22.57
23382 - Ground Support Equipment Worker 23.76
23391 - Gunsmith I 21.24
23392 - Gunsmith II 23.76
23393 - Gunsmith III 25.97
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.90
23430 - Heavy Equipment Mechanic 21.85
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 25.97
23465 - Laboratory/Shelter Mechanic 24.90
23470 - Laborer 14.36
23510 - Locksmith 24.90
23530 - Machinery Maintenance Mechanic 26.48
23550 - Machinist Maintenance 18.94
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 25.97
23592 - Metrology Technician II 27.03
23593 - Metrology Technician III 28.08
23640 - Millwright 26.49
23710 - Office Appliance Repairer 24.12
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 26.42
23810 - Plumber Maintenance 25.33
23820 - Pneudraulic Systems Mechanic 25.97
23850 - Rigger 25.97
23870 - Scale Mechanic 23.76
23890 - Sheet-Metal Worker Maintenance 25.97
23910 - Small Engine Mechanic 18.37
23931 - Telecommunications Mechanic I 30.49
23932 - Telecommunications Mechanic II 31.73
23950 - Telephone Lineman 31.25
23960 - Welder Combination Maintenance 18.16

23965 - Well Driller		23.61
23970 - Woodcraft Worker		25.97
23980 - Woodworker		21.24
24000 - Personal Needs Occupations		
24550 - Case Manager		16.32
24570 - Child Care Attendant		10.84
24580 - Child Care Center Clerk		13.51
24610 - Chore Aide		11.75
24620 - Family Readiness And Support Services Coordinator		16.32
24630 - Homemaker		16.32
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.10
25040 - Sewage Plant Operator		21.80
25070 - Stationary Engineer		23.10
25190 - Ventilation Equipment Tender		19.31
25210 - Water Treatment Plant Operator		21.80
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.97
27007 - Baggage Inspector		12.21
27008 - Corrections Officer		26.98
27010 - Court Security Officer		25.07
27030 - Detection Dog Handler		15.71
27040 - Detention Officer		26.98
27070 - Firefighter		26.98
27101 - Guard I		12.21
27102 - Guard II		15.71
27131 - Police Officer I		25.21
27132 - Police Officer II		28.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.39
28042 - Carnival Equipment Repairer		11.99
28043 - Carnival Worker		9.79
28210 - Gate Attendant/Gate Tender		14.89
28310 - Lifeguard		12.18
28350 - Park Attendant (Aide)		16.65
28510 - Recreation Aide/Health Facility Attendant		12.15
28515 - Recreation Specialist		20.63
28630 - Sports Official		13.26
28690 - Swimming Pool Operator		16.29
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.37
29020 - Hatch Tender		26.37
29030 - Line Handler		26.37
29041 - Stevedore I		25.01
29042 - Stevedore II		26.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.63

30021 - Archeological Technician I		15.89
30022 - Archeological Technician II		17.78
30023 - Archeological Technician III		21.85
30030 - Cartographic Technician		21.85
30040 - Civil Engineering Technician		21.85
30051 - Cryogenic Technician I		24.20
30052 - Cryogenic Technician II		26.73
30061 - Drafter/CAD Operator I		15.89
30062 - Drafter/CAD Operator II		17.78
30063 - Drafter/CAD Operator III		19.83
30064 - Drafter/CAD Operator IV		24.40
30081 - Engineering Technician I		16.18
30082 - Engineering Technician II		18.18
30083 - Engineering Technician III		20.33
30084 - Engineering Technician IV		25.18
30085 - Engineering Technician V		30.80
30086 - Engineering Technician VI		37.27
30090 - Environmental Technician		25.15
30095 - Evidence Control Specialist		21.85
30210 - Laboratory Technician		22.40
30221 - Latent Fingerprint Technician I		24.20
30222 - Latent Fingerprint Technician II		26.73
30240 - Mathematical Technician		23.41
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		26.73
30390 - Photo-Optics Technician		22.37
30395 - Radiation Control Technician		26.73
30461 - Technical Writer I		21.85
30462 - Technical Writer II		26.73
30463 - Technical Writer III		32.35
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30501 - Weather Forecaster I		24.20
30502 - Weather Forecaster II		29.44
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.83
30621 - Weather Observer Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.07
31030 - Bus Driver		21.24
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		14.71
31290 - Shuttle Bus Driver		15.66

31310 - Taxi Driver	13.74
31361 - Truckdriver Light	14.24
31362 - Truckdriver Medium	15.19
31363 - Truckdriver Heavy	22.54
31364 - Truckdriver Tractor-Trailer	22.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.41
99050 - Desk Clerk	10.11
99095 - Embalmer	25.63
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.19
99252 - Laboratory Animal Caretaker II	13.98
99260 - Marketing Analyst	27.58
99310 - Mortician	25.63
99410 - Pest Controller	23.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.91
99711 - Recycling Specialist	20.44
99730 - Refuse Collector	16.67
99810 - Sales Clerk	12.34
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	24.76
99831 - Surveying Aide	16.53
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	16.43
99841 - Vending Machine Repairer	19.49
99842 - Vending Machine Repairer Helper	16.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4258
Revision No.: 14
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Bradford Sullivan Susquehanna Tioga Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.69
01012 - Accounting Clerk II		15.37
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		22.29
01035 - Court Reporter		16.46
01041 - Customer Service Representative I		11.46
01042 - Customer Service Representative II		12.88
01043 - Customer Service Representative III		14.05
01051 - Data Entry Operator I		12.46
01052 - Data Entry Operator II		13.60
01060 - Dispatcher Motor Vehicle		18.33
01070 - Document Preparation Clerk		12.55

01090 - Duplicating Machine Operator 12.55
01111 - General Clerk I 12.54
01112 - General Clerk II 13.68
01113 - General Clerk III 15.35
01120 - Housing Referral Assistant 17.56
01141 - Messenger Courier 11.96
01191 - Order Clerk I 12.80
01192 - Order Clerk II 14.89
01261 - Personnel Assistant (Employment) I 14.71
01262 - Personnel Assistant (Employment) II 16.46
01263 - Personnel Assistant (Employment) III 18.35
01270 - Production Control Clerk 21.70
01290 - Rental Clerk 13.66
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.76
01313 - Secretary III 17.56
01320 - Service Order Dispatcher 16.57
01410 - Supply Technician 22.29
01420 - Survey Worker 16.60
01460 - Switchboard Operator/Receptionist 12.20
01531 - Travel Clerk I 13.42
01532 - Travel Clerk II 14.10
01533 - Travel Clerk III 15.03
01611 - Word Processor I 13.26
01612 - Word Processor II 14.89
01613 - Word Processor III 16.66
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 16.28
05010 - Automotive Electrician 16.01
05040 - Automotive Glass Installer 15.28
05070 - Automotive Worker 15.28
05110 - Mobile Equipment Servicer 14.04
05130 - Motor Equipment Metal Mechanic 16.70
05160 - Motor Equipment Metal Worker 15.28
05190 - Motor Vehicle Mechanic 16.70
05220 - Motor Vehicle Mechanic Helper 13.52
05250 - Motor Vehicle Upholstery Worker 14.53
05280 - Motor Vehicle Wrecker 15.28
05310 - Painter Automotive 16.01
05340 - Radiator Repair Specialist 15.28
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 16.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.19
07041 - Cook I 12.09
07042 - Cook II 13.52
07070 - Dishwasher 8.87
07130 - Food Service Worker 10.18
07210 - Meat Cutter 16.78

07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	15.22
09080 - Furniture Refinisher	18.38
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.81
11060 - Elevator Operator	11.81
11090 - Gardener	17.49
11122 - Housekeeping Aide	11.48
11150 - Janitor	11.48
11210 - Laborer Grounds Maintenance	14.46
11240 - Maid or Houseman	9.78
11260 - Pruner	13.46
11270 - Tractor Operator	16.50
11330 - Trail Maintenance Worker	14.46
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	15.92
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational Therapist Assistant	24.86
12015 - Certified Physical Therapist Assistant	24.35
12020 - Dental Assistant	14.98
12025 - Dental Hygienist	30.88
12030 - EKG Technician	26.55
12035 - Electroneurodiagnostic Technologist	26.55
12040 - Emergency Medical Technician	15.92
12071 - Licensed Practical Nurse I	16.27
12072 - Licensed Practical Nurse II	18.21
12073 - Licensed Practical Nurse III	20.30
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	23.13
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	18.21
12195 - Medical Transcriptionist	16.96
12210 - Nuclear Medicine Technologist	40.01
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.45
12223 - Nursing Assistant III	13.59
12224 - Nursing Assistant IV	15.26
12235 - Optical Dispenser	14.60
12236 - Optical Technician	16.27
12250 - Pharmacy Technician	14.27
12280 - Phlebotomist	16.73
12305 - Radiologic Technologist	23.48
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83

12313 - Registered Nurse II Specialist		29.83
12314 - Registered Nurse III		36.09
12315 - Registered Nurse III Anesthetist		36.09
12316 - Registered Nurse IV		43.26
12317 - Scheduler (Drug and Alcohol Testing)		22.55
12320 - Substance Abuse Treatment Counselor		26.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.28
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.71
13041 - Illustrator I		18.28
13042 - Illustrator II		22.65
13043 - Illustrator III		27.71
13047 - Librarian		25.08
13050 - Library Aide/Clerk		11.60
13054 - Library Information Technology Systems Administrator		22.65
13058 - Library Technician		14.34
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.10
13063 - Media Specialist III		17.94
13071 - Photographer I		15.33
13072 - Photographer II		17.16
13073 - Photographer III		21.26
13074 - Photographer IV		25.99
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.63
14043 - Computer Operator III		18.63
14044 - Computer Operator IV		20.60
14045 - Computer Operator V		22.86
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.86
14160 - Personal Computer Support Technician		20.60
14170 - System Support Specialist		25.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.65
15020 - Aircrew Training Devices Instructor (Rated)		36.05
15030 - Air Crew Training Devices Instructor (Pilot)		42.99
15050 - Computer Based Training Specialist / Instructor		29.65
15060 - Educational Technologist		26.98

15070 - Flight Instructor (Pilot) 42.99
15080 - Graphic Artist 18.05
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.99
15086 - Maintenance Test Pilot Rotary Wing 42.99
15088 - Non-Maintenance Test/Co-Pilot 42.99
15090 - Technical Instructor 19.32
15095 - Technical Instructor/Course Developer 25.12
15110 - Test Proctor 15.27
15120 - Tutor 15.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.90
16030 - Counter Attendant 12.90
16040 - Dry Cleaner 14.73
16070 - Finisher Flatwork Machine 12.90
16090 - Presser Hand 12.90
16110 - Presser Machine Drycleaning 12.90
16130 - Presser Machine Shirts 12.90
16160 - Presser Machine Wearing Apparel Laundry 12.90
16190 - Sewing Machine Operator 15.34
16220 - Tailor 15.95
16250 - Washer Machine 13.51
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 18.41
19040 - Tool And Die Maker 21.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.67
21030 - Material Coordinator 21.70
21040 - Material Expediter 21.70
21050 - Material Handling Laborer 14.36
21071 - Order Filler 12.19
21080 - Production Line Worker (Food Processing) 20.67
21110 - Shipping Packer 17.35
21130 - Shipping/Receiving Clerk 17.35
21140 - Store Worker I 15.55
21150 - Stock Clerk 19.23
21210 - Tools And Parts Attendant 20.67
21410 - Warehouse Specialist 20.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.29
23019 - Aircraft Logs and Records Technician 21.18
23021 - Aircraft Mechanic I 24.30
23022 - Aircraft Mechanic II 25.29
23023 - Aircraft Mechanic III 26.27
23040 - Aircraft Mechanic Helper 18.82
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.18
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.25

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.30
23110 - Appliance Mechanic 24.24
23120 - Bicycle Repairer 19.94
23125 - Cable Splicer 42.01
23130 - Carpenter Maintenance 19.00
23140 - Carpet Layer 19.38
23160 - Electrician Maintenance 25.60
23181 - Electronics Technician Maintenance I 25.37
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 27.73
23260 - Fabric Worker 22.00
23290 - Fire Alarm System Mechanic 25.29
23310 - Fire Extinguisher Repairer 20.69
23311 - Fuel Distribution System Mechanic 28.16
23312 - Fuel Distribution System Operator 23.24
23370 - General Maintenance Worker 17.04
23380 - Ground Support Equipment Mechanic 24.30
23381 - Ground Support Equipment Servicer 21.18
23382 - Ground Support Equipment Worker 22.25
23391 - Gunsmith I 20.69
23392 - Gunsmith II 23.14
23393 - Gunsmith III 25.29
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.90
23430 - Heavy Equipment Mechanic 21.59
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 25.29
23465 - Laboratory/Shelter Mechanic 24.24
23470 - Laborer 14.36
23510 - Locksmith 24.24
23530 - Machinery Maintenance Mechanic 26.48
23550 - Machinist Maintenance 18.94
23580 - Maintenance Trades Helper 15.48
23591 - Metrology Technician I 25.29
23592 - Metrology Technician II 26.32
23593 - Metrology Technician III 27.34
23640 - Millwright 26.13
23710 - Office Appliance Repairer 21.93
23760 - Painter Maintenance 19.75
23790 - Pipefitter Maintenance 24.91
23810 - Plumber Maintenance 23.88
23820 - Pneudraulic Systems Mechanic 25.29
23850 - Rigger 25.29
23870 - Scale Mechanic 23.14
23890 - Sheet-Metal Worker Maintenance 25.29
23910 - Small Engine Mechanic 16.97
23931 - Telecommunications Mechanic I 29.51

23932 - Telecommunications Mechanic II 30.72
23950 - Telephone Lineman 28.41
23960 - Welder Combination Maintenance 18.16
23965 - Well Driller 21.46
23970 - Woodcraft Worker 25.29
23980 - Woodworker 20.69
24000 - Personal Needs Occupations
24550 - Case Manager 15.23
24570 - Child Care Attendant 10.43
24580 - Child Care Center Clerk 13.01
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.23
24630 - Homemaker 15.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.10
25040 - Sewage Plant Operator 20.50
25070 - Stationary Engineer 23.10
25190 - Ventilation Equipment Tender 19.31
25210 - Water Treatment Plant Operator 20.50
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.60
27007 - Baggage Inspector 12.21
27008 - Corrections Officer 24.53
27010 - Court Security Officer 22.79
27030 - Detection Dog Handler 15.71
27040 - Detention Officer 24.53
27070 - Firefighter 24.53
27101 - Guard I 12.21
27102 - Guard II 15.71
27131 - Police Officer I 23.16
27132 - Police Officer II 25.74
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.39
28042 - Carnival Equipment Repairer 11.99
28043 - Carnival Worker 9.79
28210 - Gate Attendant/Gate Tender 14.21
28310 - Lifeguard 12.18
28350 - Park Attendant (Aide) 15.90
28510 - Recreation Aide/Health Facility Attendant 11.55
28515 - Recreation Specialist 19.60
28630 - Sports Official 12.66
28690 - Swimming Pool Operator 16.29
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.97
29020 - Hatch Tender 23.97
29030 - Line Handler 23.97
29041 - Stevedore I 22.74
29042 - Stevedore II 24.45
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 15.89
30022 - Archeological Technician II 17.78
30023 - Archeological Technician III 21.06
30030 - Cartographic Technician 21.06
30040 - Civil Engineering Technician 21.29
30051 - Cryogenic Technician I 23.22
30052 - Cryogenic Technician II 25.65
30061 - Drafter/CAD Operator I 15.89
30062 - Drafter/CAD Operator II 17.78
30063 - Drafter/CAD Operator III 19.83
30064 - Drafter/CAD Operator IV 24.40
30081 - Engineering Technician I 15.27
30082 - Engineering Technician II 17.14
30083 - Engineering Technician III 19.18
30084 - Engineering Technician IV 23.76
30085 - Engineering Technician V 29.07
30086 - Engineering Technician VI 35.17
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 20.96
30210 - Laboratory Technician 20.36
30221 - Latent Fingerprint Technician I 23.22
30222 - Latent Fingerprint Technician II 25.65
30240 - Mathematical Technician 23.41
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 25.65
30390 - Photo-Optics Technician 22.37
30395 - Radiation Control Technician 25.65
30461 - Technical Writer I 20.96
30462 - Technical Writer II 25.65
30463 - Technical Writer III 31.03
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30501 - Weather Forecaster I 23.22
30502 - Weather Forecaster II 28.25
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.83
30621 - Weather Observer Senior (see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.07
31030 - Bus Driver 19.31

31043 - Driver Courier	14.10
31260 - Parking and Lot Attendant	14.71
31290 - Shuttle Bus Driver	14.24
31310 - Taxi Driver	12.49
31361 - Truckdriver Light	14.24
31362 - Truckdriver Medium	15.19
31363 - Truckdriver Heavy	21.38
31364 - Truckdriver Tractor-Trailer	21.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.32
99050 - Desk Clerk	10.11
99095 - Embalmer	25.63
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.99
99252 - Laboratory Animal Caretaker II	12.71
99260 - Marketing Analyst	27.58
99310 - Mortician	25.63
99410 - Pest Controller	23.13
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	16.28
99711 - Recycling Specialist	18.58
99730 - Refuse Collector	15.15
99810 - Sales Clerk	12.00
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	15.02
99832 - Surveying Technician	20.45
99840 - Vending Machine Attendant	15.92
99841 - Vending Machine Repairer	18.85
99842 - Vending Machine Repairer Helper	15.92

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage

determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4259
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Adams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.05
01020 - Administrative Assistant		24.21
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.72
01042 - Customer Service Representative II		15.43
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.46
01052 - Data Entry Operator II		14.69
01060 - Dispatcher Motor Vehicle		18.52
01070 - Document Preparation Clerk		14.69
01090 - Duplicating Machine Operator		14.69
01111 - General Clerk I		14.01
01112 - General Clerk II		15.29

01113 - General Clerk III 17.17
01120 - Housing Referral Assistant 20.66
01141 - Messenger Courier 11.97
01191 - Order Clerk I 13.46
01192 - Order Clerk II 14.84
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.57
01270 - Production Control Clerk 22.41
01290 - Rental Clerk 15.62
01300 - Scheduler Maintenance 16.56
01311 - Secretary I 16.56
01312 - Secretary II 18.52
01313 - Secretary III 20.66
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 24.21
01420 - Survey Worker 18.24
01460 - Switchboard Operator/Receptionist 13.94
01531 - Travel Clerk I 13.31
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.79
01611 - Word Processor I 14.69
01612 - Word Processor II 16.56
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.77
05010 - Automotive Electrician 18.86
05040 - Automotive Glass Installer 17.92
05070 - Automotive Worker 17.92
05110 - Mobile Equipment Servicer 16.04
05130 - Motor Equipment Metal Mechanic 19.81
05160 - Motor Equipment Metal Worker 17.92
05190 - Motor Vehicle Mechanic 19.81
05220 - Motor Vehicle Mechanic Helper 16.42
05250 - Motor Vehicle Upholstery Worker 17.00
05280 - Motor Vehicle Wrecker 17.92
05310 - Painter Automotive 18.86
05340 - Radiator Repair Specialist 17.92
05370 - Tire Repairer 16.04
05400 - Transmission Repair Specialist 19.81
07000 - Food Preparation And Service Occupations
07010 - Baker 15.19
07041 - Cook I 13.41
07042 - Cook II 14.98
07070 - Dishwasher 9.94
07130 - Food Service Worker 11.08
07210 - Meat Cutter 18.06
07260 - Waiter/Waitress 10.54
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.00

09040 - Furniture Handler 14.80
09080 - Furniture Refinisher 19.00
09090 - Furniture Refinisher Helper 15.85
09110 - Furniture Repairer Minor 17.44
09130 - Upholsterer 19.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.74
11060 - Elevator Operator 12.74
11090 - Gardener 15.06
11122 - Housekeeping Aide 12.79
11150 - Janitor 12.79
11210 - Laborer Grounds Maintenance 12.41
11240 - Maid or Houseman 10.53
11260 - Pruner 11.54
11270 - Tractor Operator 14.18
11330 - Trail Maintenance Worker 12.41
11360 - Window Cleaner 13.75
12000 - Health Occupations
12010 - Ambulance Driver 15.76
12011 - Breath Alcohol Technician 21.02
12012 - Certified Occupational Therapist Assistant 28.83
12015 - Certified Physical Therapist Assistant 28.60
12020 - Dental Assistant 16.96
12025 - Dental Hygienist 35.75
12030 - EKG Technician 31.84
12035 - Electroneurodiagnostic Technologist 31.84
12040 - Emergency Medical Technician 15.76
12071 - Licensed Practical Nurse I 18.79
12072 - Licensed Practical Nurse II 21.02
12073 - Licensed Practical Nurse III 23.42
12100 - Medical Assistant 15.92
12130 - Medical Laboratory Technician 18.79
12160 - Medical Record Clerk 13.13
12190 - Medical Record Technician 26.20
12195 - Medical Transcriptionist 18.79
12210 - Nuclear Medicine Technologist 46.17
12221 - Nursing Assistant I 12.26
12222 - Nursing Assistant II 13.78
12223 - Nursing Assistant III 15.04
12224 - Nursing Assistant IV 16.89
12235 - Optical Dispenser 20.85
12236 - Optical Technician 18.79
12250 - Pharmacy Technician 14.62
12280 - Phlebotomist 18.63
12305 - Radiologic Technologist 31.84
12311 - Registered Nurse I 27.24
12312 - Registered Nurse II 33.32
12313 - Registered Nurse II Specialist 33.32
12314 - Registered Nurse III 40.30
12315 - Registered Nurse III Anesthetist 40.30

12316 - Registered Nurse IV		48.32
12317 - Scheduler (Drug and Alcohol Testing)		26.03
12320 - Substance Abuse Treatment Counselor		22.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.78
13012 - Exhibits Specialist II		26.98
13013 - Exhibits Specialist III		33.00
13041 - Illustrator I		21.78
13042 - Illustrator II		26.98
13043 - Illustrator III		33.00
13047 - Librarian		29.88
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		26.98
13058 - Library Technician		21.78
13061 - Media Specialist I		19.46
13062 - Media Specialist II		21.78
13063 - Media Specialist III		24.28
13071 - Photographer I		19.14
13072 - Photographer II		21.78
13073 - Photographer III		25.58
13074 - Photographer IV		33.00
13075 - Photographer V		39.93
13090 - Technical Order Library Clerk		21.19
13110 - Video Teleconference Technician		19.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.14
14044 - Computer Operator IV		21.23
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		21.23
14170 - System Support Specialist		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.40
15020 - Aircrew Training Devices Instructor (Rated)		35.57
15030 - Air Crew Training Devices Instructor (Pilot)		42.64
15050 - Computer Based Training Specialist / Instructor		29.40
15060 - Educational Technologist		30.18
15070 - Flight Instructor (Pilot)		42.64
15080 - Graphic Artist		26.66
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.64

15086 - Maintenance Test Pilot Rotary Wing 42.64
15088 - Non-Maintenance Test/Co-Pilot 42.64
15090 - Technical Instructor 20.55
15095 - Technical Instructor/Course Developer 25.14
15110 - Test Proctor 17.78
15120 - Tutor 17.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.65
19040 - Tool And Die Maker 25.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.33
21030 - Material Coordinator 22.41
21040 - Material Expediter 22.41
21050 - Material Handling Laborer 17.31
21071 - Order Filler 15.51
21080 - Production Line Worker (Food Processing) 21.33
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.54
21150 - Stock Clerk 19.44
21210 - Tools And Parts Attendant 21.33
21410 - Warehouse Specialist 21.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.26
23019 - Aircraft Logs and Records Technician 19.52
23021 - Aircraft Mechanic I 22.74
23022 - Aircraft Mechanic II 24.26
23023 - Aircraft Mechanic III 25.37
23040 - Aircraft Mechanic Helper 17.34
23050 - Aircraft Painter 21.65
23060 - Aircraft Servicer 19.52
23070 - Aircraft Survival Flight Equipment Technician 21.65
23080 - Aircraft Worker 20.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.74
23110 - Appliance Mechanic 21.65

23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 28.86
23130 - Carpenter Maintenance 21.69
23140 - Carpet Layer 20.57
23160 - Electrician Maintenance 22.86
23181 - Electronics Technician Maintenance I 21.08
23182 - Electronics Technician Maintenance II 22.20
23183 - Electronics Technician Maintenance III 23.28
23260 - Fabric Worker 19.52
23290 - Fire Alarm System Mechanic 22.74
23310 - Fire Extinguisher Repairer 18.41
23311 - Fuel Distribution System Mechanic 22.74
23312 - Fuel Distribution System Operator 18.41
23370 - General Maintenance Worker 18.17
23380 - Ground Support Equipment Mechanic 22.74
23381 - Ground Support Equipment Servicer 19.52
23382 - Ground Support Equipment Worker 20.57
23391 - Gunsmith I 18.41
23392 - Gunsmith II 20.57
23393 - Gunsmith III 22.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.12
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 22.67
23460 - Instrument Mechanic 22.74
23465 - Laboratory/Shelter Mechanic 21.65
23470 - Laborer 17.31
23510 - Locksmith 21.65
23530 - Machinery Maintenance Mechanic 28.53
23550 - Machinist Maintenance 20.08
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 22.74
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.91
23640 - Millwright 22.74
23710 - Office Appliance Repairer 21.79
23760 - Painter Maintenance 21.65
23790 - Pipefitter Maintenance 26.03
23810 - Plumber Maintenance 24.63
23820 - Pneudraulic Systems Mechanic 22.74
23850 - Rigger 22.74
23870 - Scale Mechanic 20.57
23890 - Sheet-Metal Worker Maintenance 22.74
23910 - Small Engine Mechanic 18.34
23931 - Telecommunications Mechanic I 23.94
23932 - Telecommunications Mechanic II 25.07
23950 - Telephone Lineman 26.78
23960 - Welder Combination Maintenance 21.96

23965 - Well Driller		22.74
23970 - Woodcraft Worker		22.74
23980 - Woodworker		18.41
24000 - Personal Needs Occupations		
24550 - Case Manager		17.29
24570 - Child Care Attendant		11.37
24580 - Child Care Center Clerk		14.18
24610 - Chore Aide		12.69
24620 - Family Readiness And Support Services Coordinator		17.29
24630 - Homemaker		17.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.09
25040 - Sewage Plant Operator		24.73
25070 - Stationary Engineer		24.09
25190 - Ventilation Equipment Tender		17.83
25210 - Water Treatment Plant Operator		24.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.31
27007 - Baggage Inspector		14.61
27008 - Corrections Officer		23.51
27010 - Court Security Officer		23.51
27030 - Detection Dog Handler		16.32
27040 - Detention Officer		23.51
27070 - Firefighter		20.82
27101 - Guard I		14.61
27102 - Guard II		16.32
27131 - Police Officer I		35.56
27132 - Police Officer II		39.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.79
28042 - Carnival Equipment Repairer		12.53
28043 - Carnival Worker		9.60
28210 - Gate Attendant/Gate Tender		15.51
28310 - Lifeguard		13.83
28350 - Park Attendant (Aide)		17.36
28510 - Recreation Aide/Health Facility Attendant		12.57
28515 - Recreation Specialist		21.35
28630 - Sports Official		13.83
28690 - Swimming Pool Operator		19.88
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.57
29020 - Hatch Tender		20.57
29030 - Line Handler		20.57
29041 - Stevedore I		19.52
29042 - Stevedore II		21.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.95
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.08

30021 - Archeological Technician I		19.61
30022 - Archeological Technician II		21.93
30023 - Archeological Technician III		25.91
30030 - Cartographic Technician		27.18
30040 - Civil Engineering Technician		25.91
30051 - Cryogenic Technician I		30.09
30052 - Cryogenic Technician II		33.23
30061 - Drafter/CAD Operator I		19.61
30062 - Drafter/CAD Operator II		21.93
30063 - Drafter/CAD Operator III		24.46
30064 - Drafter/CAD Operator IV		30.09
30081 - Engineering Technician I		16.63
30082 - Engineering Technician II		18.68
30083 - Engineering Technician III		20.76
30084 - Engineering Technician IV		25.91
30085 - Engineering Technician V		33.77
30086 - Engineering Technician VI		39.86
30090 - Environmental Technician		26.50
30095 - Evidence Control Specialist		25.91
30210 - Laboratory Technician		20.36
30221 - Latent Fingerprint Technician I		30.09
30222 - Latent Fingerprint Technician II		33.23
30240 - Mathematical Technician		27.18
30361 - Paralegal/Legal Assistant I		21.10
30362 - Paralegal/Legal Assistant II		25.91
30363 - Paralegal/Legal Assistant III		31.99
30364 - Paralegal/Legal Assistant IV		38.70
30375 - Petroleum Supply Specialist		33.77
30390 - Photo-Optics Technician		27.18
30395 - Radiation Control Technician		33.77
30461 - Technical Writer I		25.04
30462 - Technical Writer II		30.62
30463 - Technical Writer III		37.05
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		30.09
30502 - Weather Forecaster II		36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.46
30621 - Weather Observer Senior	(see 2)	27.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.51
31020 - Bus Aide		14.05
31030 - Bus Driver		19.85
31043 - Driver Courier		13.67
31260 - Parking and Lot Attendant		13.13
31290 - Shuttle Bus Driver		14.53

31310 - Taxi Driver	16.06
31361 - Truckdriver Light	14.53
31362 - Truckdriver Medium	15.68
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.60
99050 - Desk Clerk	12.19
99095 - Embalmer	29.78
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	20.71
99252 - Laboratory Animal Caretaker II	22.00
99260 - Marketing Analyst	22.59
99310 - Mortician	29.78
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.13
99711 - Recycling Specialist	20.71
99730 - Refuse Collector	16.86
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	16.86
99830 - Survey Party Chief	21.11
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	20.71
99841 - Vending Machine Repairer	24.58
99842 - Vending Machine Repairer Helper	20.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4260
Revision No.: 13
Date Of Last Revision: 06/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Adams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.05
01020 - Administrative Assistant		24.21
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		13.72
01042 - Customer Service Representative II		15.43
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.46
01052 - Data Entry Operator II		14.69
01060 - Dispatcher Motor Vehicle		18.52
01070 - Document Preparation Clerk		14.69

01090 - Duplicating Machine Operator 14.69
01111 - General Clerk I 14.01
01112 - General Clerk II 15.29
01113 - General Clerk III 17.17
01120 - Housing Referral Assistant 20.66
01141 - Messenger Courier 11.97
01191 - Order Clerk I 13.46
01192 - Order Clerk II 14.84
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.57
01270 - Production Control Clerk 22.41
01290 - Rental Clerk 15.62
01300 - Scheduler Maintenance 16.56
01311 - Secretary I 16.56
01312 - Secretary II 18.52
01313 - Secretary III 20.66
01320 - Service Order Dispatcher 16.56
01410 - Supply Technician 24.21
01420 - Survey Worker 18.24
01460 - Switchboard Operator/Receptionist 13.94
01531 - Travel Clerk I 13.31
01532 - Travel Clerk II 13.97
01533 - Travel Clerk III 14.79
01611 - Word Processor I 14.69
01612 - Word Processor II 16.56
01613 - Word Processor III 18.52
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.77
05010 - Automotive Electrician 18.86
05040 - Automotive Glass Installer 17.92
05070 - Automotive Worker 17.92
05110 - Mobile Equipment Servicer 16.04
05130 - Motor Equipment Metal Mechanic 19.81
05160 - Motor Equipment Metal Worker 17.92
05190 - Motor Vehicle Mechanic 19.81
05220 - Motor Vehicle Mechanic Helper 16.42
05250 - Motor Vehicle Upholstery Worker 17.00
05280 - Motor Vehicle Wrecker 17.92
05310 - Painter Automotive 18.86
05340 - Radiator Repair Specialist 17.92
05370 - Tire Repairer 16.04
05400 - Transmission Repair Specialist 19.81
07000 - Food Preparation And Service Occupations
07010 - Baker 15.19
07041 - Cook I 13.41
07042 - Cook II 14.98
07070 - Dishwasher 9.94
07130 - Food Service Worker 11.08
07210 - Meat Cutter 18.06

07260 - Waiter/Waitress	10.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.00
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.85
09110 - Furniture Repairer Minor	17.44
09130 - Upholsterer	19.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.74
11060 - Elevator Operator	12.74
11090 - Gardener	15.06
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer Grounds Maintenance	12.41
11240 - Maid or Houseman	10.53
11260 - Pruner	11.54
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	13.75
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	21.02
12012 - Certified Occupational Therapist Assistant	28.83
12015 - Certified Physical Therapist Assistant	28.60
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	35.75
12030 - EKG Technician	31.84
12035 - Electroneurodiagnostic Technologist	31.84
12040 - Emergency Medical Technician	15.76
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.02
12073 - Licensed Practical Nurse III	23.42
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	13.13
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	18.79
12210 - Nuclear Medicine Technologist	46.17
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	20.85
12236 - Optical Technician	18.79
12250 - Pharmacy Technician	14.62
12280 - Phlebotomist	18.63
12305 - Radiologic Technologist	31.84
12311 - Registered Nurse I	27.24
12312 - Registered Nurse II	33.32

12313 - Registered Nurse II Specialist		33.32
12314 - Registered Nurse III		40.30
12315 - Registered Nurse III Anesthetist		40.30
12316 - Registered Nurse IV		48.32
12317 - Scheduler (Drug and Alcohol Testing)		26.03
12320 - Substance Abuse Treatment Counselor		22.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.78
13012 - Exhibits Specialist II		26.98
13013 - Exhibits Specialist III		33.00
13041 - Illustrator I		21.78
13042 - Illustrator II		26.98
13043 - Illustrator III		33.00
13047 - Librarian		29.88
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		26.98
13058 - Library Technician		21.78
13061 - Media Specialist I		19.46
13062 - Media Specialist II		21.78
13063 - Media Specialist III		24.28
13071 - Photographer I		19.14
13072 - Photographer II		21.78
13073 - Photographer III		25.58
13074 - Photographer IV		33.00
13075 - Photographer V		39.93
13090 - Technical Order Library Clerk		21.19
13110 - Video Teleconference Technician		19.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.14
14044 - Computer Operator IV		21.23
14045 - Computer Operator V		23.67
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.32
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.31
14160 - Personal Computer Support Technician		21.23
14170 - System Support Specialist		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.40
15020 - Aircrew Training Devices Instructor (Rated)		35.57
15030 - Air Crew Training Devices Instructor (Pilot)		42.64
15050 - Computer Based Training Specialist / Instructor		29.40
15060 - Educational Technologist		30.18

15070 - Flight Instructor (Pilot) 42.64
15080 - Graphic Artist 26.66
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.64
15086 - Maintenance Test Pilot Rotary Wing 42.64
15088 - Non-Maintenance Test/Co-Pilot 42.64
15090 - Technical Instructor 20.55
15095 - Technical Instructor/Course Developer 25.14
15110 - Test Proctor 17.78
15120 - Tutor 17.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.23
16030 - Counter Attendant 10.23
16040 - Dry Cleaner 12.82
16070 - Finisher Flatwork Machine 10.23
16090 - Presser Hand 10.23
16110 - Presser Machine Drycleaning 10.23
16130 - Presser Machine Shirts 10.23
16160 - Presser Machine Wearing Apparel Laundry 10.23
16190 - Sewing Machine Operator 13.70
16220 - Tailor 14.57
16250 - Washer Machine 11.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.65
19040 - Tool And Die Maker 25.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.33
21030 - Material Coordinator 22.41
21040 - Material Expediter 22.41
21050 - Material Handling Laborer 17.31
21071 - Order Filler 15.51
21080 - Production Line Worker (Food Processing) 21.33
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.54
21150 - Stock Clerk 19.44
21210 - Tools And Parts Attendant 21.33
21410 - Warehouse Specialist 21.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.26
23019 - Aircraft Logs and Records Technician 19.52
23021 - Aircraft Mechanic I 22.74
23022 - Aircraft Mechanic II 24.26
23023 - Aircraft Mechanic III 25.37
23040 - Aircraft Mechanic Helper 17.34
23050 - Aircraft Painter 21.65
23060 - Aircraft Servicer 19.52
23070 - Aircraft Survival Flight Equipment Technician 21.65
23080 - Aircraft Worker 20.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.57

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.74
23110 - Appliance Mechanic 21.65
23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 28.86
23130 - Carpenter Maintenance 21.69
23140 - Carpet Layer 20.57
23160 - Electrician Maintenance 22.86
23181 - Electronics Technician Maintenance I 21.08
23182 - Electronics Technician Maintenance II 22.20
23183 - Electronics Technician Maintenance III 23.28
23260 - Fabric Worker 19.52
23290 - Fire Alarm System Mechanic 22.74
23310 - Fire Extinguisher Repairer 18.41
23311 - Fuel Distribution System Mechanic 22.74
23312 - Fuel Distribution System Operator 18.41
23370 - General Maintenance Worker 18.17
23380 - Ground Support Equipment Mechanic 22.74
23381 - Ground Support Equipment Servicer 19.52
23382 - Ground Support Equipment Worker 20.57
23391 - Gunsmith I 18.41
23392 - Gunsmith II 20.57
23393 - Gunsmith III 22.74
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.12
23430 - Heavy Equipment Mechanic 21.77
23440 - Heavy Equipment Operator 22.67
23460 - Instrument Mechanic 22.74
23465 - Laboratory/Shelter Mechanic 21.65
23470 - Laborer 17.31
23510 - Locksmith 21.65
23530 - Machinery Maintenance Mechanic 28.53
23550 - Machinist Maintenance 20.08
23580 - Maintenance Trades Helper 17.34
23591 - Metrology Technician I 22.74
23592 - Metrology Technician II 23.81
23593 - Metrology Technician III 24.91
23640 - Millwright 22.74
23710 - Office Appliance Repairer 21.79
23760 - Painter Maintenance 21.65
23790 - Pipefitter Maintenance 26.03
23810 - Plumber Maintenance 24.63
23820 - Pneudraulic Systems Mechanic 22.74
23850 - Rigger 22.74
23870 - Scale Mechanic 20.57
23890 - Sheet-Metal Worker Maintenance 22.74
23910 - Small Engine Mechanic 18.34
23931 - Telecommunications Mechanic I 23.94

23932 - Telecommunications Mechanic II	25.07
23950 - Telephone Lineman	26.78
23960 - Welder Combination Maintenance	21.96
23965 - Well Driller	22.74
23970 - Woodcraft Worker	22.74
23980 - Woodworker	18.41
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.18
24610 - Chore Aide	12.69
24620 - Family Readiness And Support Services Coordinator	17.29
24630 - Homemaker	17.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.09
25040 - Sewage Plant Operator	24.73
25070 - Stationary Engineer	24.09
25190 - Ventilation Equipment Tender	17.83
25210 - Water Treatment Plant Operator	24.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.31
27007 - Baggage Inspector	14.61
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	16.32
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	14.61
27102 - Guard II	16.32
27131 - Police Officer I	35.56
27132 - Police Officer II	39.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.79
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Worker	9.60
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	13.83
28350 - Park Attendant (Aide)	17.36
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	21.35
28630 - Sports Official	13.83
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.57
29020 - Hatch Tender	20.57
29030 - Line Handler	20.57
29041 - Stevedore I	19.52
29042 - Stevedore II	21.65
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 19.61
30022 - Archeological Technician II 21.93
30023 - Archeological Technician III 25.91
30030 - Cartographic Technician 27.18
30040 - Civil Engineering Technician 25.91
30051 - Cryogenic Technician I 30.09
30052 - Cryogenic Technician II 33.23
30061 - Drafter/CAD Operator I 19.61
30062 - Drafter/CAD Operator II 21.93
30063 - Drafter/CAD Operator III 24.46
30064 - Drafter/CAD Operator IV 30.09
30081 - Engineering Technician I 16.63
30082 - Engineering Technician II 18.68
30083 - Engineering Technician III 20.76
30084 - Engineering Technician IV 25.91
30085 - Engineering Technician V 33.77
30086 - Engineering Technician VI 39.86
30090 - Environmental Technician 26.50
30095 - Evidence Control Specialist 25.91
30210 - Laboratory Technician 20.36
30221 - Latent Fingerprint Technician I 30.09
30222 - Latent Fingerprint Technician II 33.23
30240 - Mathematical Technician 27.18
30361 - Paralegal/Legal Assistant I 21.10
30362 - Paralegal/Legal Assistant II 25.91
30363 - Paralegal/Legal Assistant III 31.99
30364 - Paralegal/Legal Assistant IV 38.70
30375 - Petroleum Supply Specialist 33.77
30390 - Photo-Optics Technician 27.18
30395 - Radiation Control Technician 33.77
30461 - Technical Writer I 25.04
30462 - Technical Writer II 30.62
30463 - Technical Writer III 37.05
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 30.09
30502 - Weather Forecaster II 36.60
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.46
30621 - Weather Observer Senior (see 2) 27.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.05
31030 - Bus Driver 19.85

31043 - Driver Courier	13.67
31260 - Parking and Lot Attendant	13.13
31290 - Shuttle Bus Driver	14.53
31310 - Taxi Driver	16.06
31361 - Truckdriver Light	14.53
31362 - Truckdriver Medium	15.68
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.60
99050 - Desk Clerk	12.19
99095 - Embalmer	29.78
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	20.71
99252 - Laboratory Animal Caretaker II	22.00
99260 - Marketing Analyst	22.59
99310 - Mortician	29.78
99410 - Pest Controller	23.32
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.13
99711 - Recycling Specialist	20.71
99730 - Refuse Collector	16.86
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	16.86
99830 - Survey Party Chief	21.11
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	20.71
99841 - Vending Machine Repairer	24.58
99842 - Vending Machine Repairer Helper	20.71

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of

continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4261
Revision No.: 14
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.86
01035 - Court Reporter		23.67
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.49
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		13.67
01112 - General Clerk II		14.91

01113 - General Clerk III 16.73
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 14.40
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 18.91
01263 - Personnel Assistant (Employment) III 21.08
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.42
01410 - Supply Technician 22.86
01420 - Survey Worker 16.98
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.55
01533 - Travel Clerk III 15.73
01611 - Word Processor I 14.80
01612 - Word Processor II 16.61
01613 - Word Processor III 18.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.06
05010 - Automotive Electrician 19.46
05040 - Automotive Glass Installer 18.46
05070 - Automotive Worker 18.46
05110 - Mobile Equipment Servicer 16.27
05130 - Motor Equipment Metal Mechanic 20.55
05160 - Motor Equipment Metal Worker 18.46
05190 - Motor Vehicle Mechanic 20.55
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 17.31
05280 - Motor Vehicle Wrecker 18.46
05310 - Painter Automotive 19.46
05340 - Radiator Repair Specialist 18.46
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 20.55
07000 - Food Preparation And Service Occupations
07010 - Baker 14.15
07041 - Cook I 12.73
07042 - Cook II 14.44
07070 - Dishwasher 9.49
07130 - Food Service Worker 10.66
07210 - Meat Cutter 16.82
07260 - Waiter/Waitress 9.70
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.07

09040 - Furniture Handler 12.62
09080 - Furniture Refinisher 17.27
09090 - Furniture Refinisher Helper 13.89
09110 - Furniture Repairer Minor 15.47
09130 - Upholsterer 17.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.45
11060 - Elevator Operator 12.44
11090 - Gardener 15.20
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 12.35
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 12.35
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 15.44
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 29.25
12015 - Certified Physical Therapist Assistant 28.30
12020 - Dental Assistant 18.43
12025 - Dental Hygienist 31.50
12030 - EKG Technician 29.68
12035 - Electroneurodiagnostic Technologist 29.68
12040 - Emergency Medical Technician 15.44
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 13.69
12130 - Medical Laboratory Technician 26.92
12160 - Medical Record Clerk 16.39
12190 - Medical Record Technician 18.43
12195 - Medical Transcriptionist 17.95
12210 - Nuclear Medicine Technologist 34.21
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.53
12224 - Nursing Assistant IV 16.32
12235 - Optical Dispenser 17.91
12236 - Optical Technician 15.76
12250 - Pharmacy Technician 13.83
12280 - Phlebotomist 16.36
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.03
12315 - Registered Nurse III Anesthetist 35.03

12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		20.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.22
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.80
13072 - Photographer II		18.25
13073 - Photographer III		22.41
13074 - Photographer IV		27.42
13075 - Photographer V		33.17
13090 - Technical Order Library Clerk		14.09
13110 - Video Teleconference Technician		18.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.46
15030 - Air Crew Training Devices Instructor (Pilot)		42.49
15050 - Computer Based Training Specialist / Instructor		29.30
15060 - Educational Technologist		35.33
15070 - Flight Instructor (Pilot)		42.49
15080 - Graphic Artist		20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.49

15086 - Maintenance Test Pilot Rotary Wing 42.49
15088 - Non-Maintenance Test/Co-Pilot 42.49
15090 - Technical Instructor 19.73
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.28
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.11
16220 - Tailor 15.02
16250 - Washer Machine 11.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.70
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 18.10
21071 - Order Filler 14.85
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 16.23
21150 - Stock Clerk 21.26
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.29
23019 - Aircraft Logs and Records Technician 26.16
23021 - Aircraft Mechanic I 30.95
23022 - Aircraft Mechanic II 32.29
23023 - Aircraft Mechanic III 33.45
23040 - Aircraft Mechanic Helper 23.02
23050 - Aircraft Painter 29.41
23060 - Aircraft Servicer 26.16
23070 - Aircraft Survival Flight Equipment Technician 29.41
23080 - Aircraft Worker 27.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.95
23110 - Appliance Mechanic 22.50

23120 - Bicycle Repairer 20.61
23125 - Cable Splicer 40.23
23130 - Carpenter Maintenance 26.64
23140 - Carpet Layer 25.40
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 28.06
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 31.23
23260 - Fabric Worker 21.92
23290 - Fire Alarm System Mechanic 22.04
23310 - Fire Extinguisher Repairer 20.61
23311 - Fuel Distribution System Mechanic 33.72
23312 - Fuel Distribution System Operator 26.71
23370 - General Maintenance Worker 19.19
23380 - Ground Support Equipment Mechanic 30.95
23381 - Ground Support Equipment Servicer 26.16
23382 - Ground Support Equipment Worker 27.90
23391 - Gunsmith I 20.61
23392 - Gunsmith II 23.38
23393 - Gunsmith III 26.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.27
23430 - Heavy Equipment Mechanic 26.89
23440 - Heavy Equipment Operator 26.28
23460 - Instrument Mechanic 26.02
23465 - Laboratory/Shelter Mechanic 24.64
23470 - Laborer 14.78
23510 - Locksmith 24.51
23530 - Machinery Maintenance Mechanic 26.07
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 26.02
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.22
23640 - Millwright 33.36
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 25.76
23790 - Pipefitter Maintenance 31.84
23810 - Plumber Maintenance 30.16
23820 - Pneudraulic Systems Mechanic 26.02
23850 - Rigger 26.02
23870 - Scale Mechanic 23.38
23890 - Sheet-Metal Worker Maintenance 26.67
23910 - Small Engine Mechanic 18.82
23931 - Telecommunications Mechanic I 30.69
23932 - Telecommunications Mechanic II 32.07
23950 - Telephone Lineman 28.44
23960 - Welder Combination Maintenance 18.79

23965 - Well Driller		26.02
23970 - Woodcraft Worker		26.02
23980 - Woodworker		20.61
24000 - Personal Needs Occupations		
24550 - Case Manager		14.36
24570 - Child Care Attendant		10.71
24580 - Child Care Center Clerk		13.17
24610 - Chore Aide		11.29
24620 - Family Readiness And Support Services Coordinator		14.36
24630 - Homemaker		14.36
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.08
25040 - Sewage Plant Operator		23.94
25070 - Stationary Engineer		25.08
25190 - Ventilation Equipment Tender		18.66
25210 - Water Treatment Plant Operator		23.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.26
27007 - Baggage Inspector		14.34
27008 - Corrections Officer		24.11
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		17.77
27040 - Detention Officer		24.11
27070 - Firefighter		22.94
27101 - Guard I		14.34
27102 - Guard II		17.77
27131 - Police Officer I		24.82
27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.29
28042 - Carnival Equipment Repairer		13.13
28043 - Carnival Worker		9.57
28210 - Gate Attendant/Gate Tender		14.77
28310 - Lifeguard		10.94
28350 - Park Attendant (Aide)		16.52
28510 - Recreation Aide/Health Facility Attendant		12.06
28515 - Recreation Specialist		20.47
28630 - Sports Official		13.16
28690 - Swimming Pool Operator		18.27
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.51
29020 - Hatch Tender		23.51
29030 - Line Handler		23.51
29041 - Stevedore I		22.04
29042 - Stevedore II		24.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		23.61
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.17
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.93
30082 - Engineering Technician II		19.00
30083 - Engineering Technician III		21.26
30084 - Engineering Technician IV		26.33
30085 - Engineering Technician V		32.21
30086 - Engineering Technician VI		38.97
30090 - Environmental Technician		24.66
30095 - Evidence Control Specialist		24.66
30210 - Laboratory Technician		23.78
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.17
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		19.93
30362 - Paralegal/Legal Assistant II		24.70
30363 - Paralegal/Legal Assistant III		30.21
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		30.17
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		30.17
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.17
30463 - Technical Writer III		36.50
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.31
30502 - Weather Forecaster II		33.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.80
31030 - Bus Driver		20.88
31043 - Driver Courier		14.30
31260 - Parking and Lot Attendant		11.82
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	13.01
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	22.27
31364 - Truckdriver Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.54
99050 - Desk Clerk	10.19
99095 - Embalmer	30.54
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.82
99252 - Laboratory Animal Caretaker II	13.69
99260 - Marketing Analyst	24.26
99310 - Mortician	30.54
99410 - Pest Controller	22.67
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.80
99711 - Recycling Specialist	22.02
99730 - Refuse Collector	17.15
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	22.05
99831 - Surveying Aide	13.13
99832 - Surveying Technician	20.03
99840 - Vending Machine Attendant	17.04
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4262
Revision No.: 13
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.18
01035 - Court Reporter		23.67
01041 - Customer Service Representative I		12.85
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		15.76
01051 - Data Entry Operator I		12.81
01052 - Data Entry Operator II		13.98
01060 - Dispatcher Motor Vehicle		19.49
01070 - Document Preparation Clerk		14.28

01090 - Duplicating Machine Operator 14.28
01111 - General Clerk I 13.67
01112 - General Clerk II 14.91
01113 - General Clerk III 16.73
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 14.16
01191 - Order Clerk I 14.10
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.90
01262 - Personnel Assistant (Employment) II 18.91
01263 - Personnel Assistant (Employment) III 21.08
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.42
01410 - Supply Technician 22.18
01420 - Survey Worker 16.43
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 13.19
01532 - Travel Clerk II 14.16
01533 - Travel Clerk III 15.18
01611 - Word Processor I 14.80
01612 - Word Processor II 16.61
01613 - Word Processor III 18.59
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.67
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 14.15
07041 - Cook I 11.62
07042 - Cook II 13.18
07070 - Dishwasher 9.29
07130 - Food Service Worker 10.06
07210 - Meat Cutter 16.82

07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.07
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	16.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.16
11060 - Elevator Operator	12.44
11090 - Gardener	15.20
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.87
12020 - Dental Assistant	17.09
12025 - Dental Hygienist	31.50
12030 - EKG Technician	27.19
12035 - Electroneurodiagnostic Technologist	27.19
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.69
12130 - Medical Laboratory Technician	24.58
12160 - Medical Record Clerk	14.90
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	17.95
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	17.74
12236 - Optical Technician	14.33
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	16.24
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	23.50
12312 - Registered Nurse II	28.75

12313 - Registered Nurse II Specialist		28.75
12314 - Registered Nurse III		34.78
12315 - Registered Nurse III Anesthetist		34.78
12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		20.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.05
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.80
13072 - Photographer II		18.25
13073 - Photographer III		22.41
13074 - Photographer IV		27.42
13075 - Photographer V		33.17
13090 - Technical Order Library Clerk		13.88
13110 - Video Teleconference Technician		18.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.97
15020 - Aircrew Training Devices Instructor (Rated)		32.63
15030 - Air Crew Training Devices Instructor (Pilot)		39.11
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		34.85

15070 - Flight Instructor (Pilot) 39.11
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.11
15086 - Maintenance Test Pilot Rotary Wing 39.11
15088 - Non-Maintenance Test/Co-Pilot 39.11
15090 - Technical Instructor 19.73
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.28
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.11
16220 - Tailor 15.02
16250 - Washer Machine 11.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.70
19040 - Tool And Die Maker 27.06
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 18.10
21071 - Order Filler 14.85
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 16.23
21150 - Stock Clerk 21.26
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.29
23019 - Aircraft Logs and Records Technician 26.16
23021 - Aircraft Mechanic I 30.95
23022 - Aircraft Mechanic II 32.29
23023 - Aircraft Mechanic III 33.45
23040 - Aircraft Mechanic Helper 23.02
23050 - Aircraft Painter 29.41
23060 - Aircraft Servicer 26.16
23070 - Aircraft Survival Flight Equipment Technician 29.41
23080 - Aircraft Worker 27.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.95
23110 - Appliance Mechanic 21.30
23120 - Bicycle Repairer 20.36
23125 - Cable Splicer 38.46
23130 - Carpenter Maintenance 25.08
23140 - Carpet Layer 23.09
23160 - Electrician Maintenance 29.98
23181 - Electronics Technician Maintenance I 27.95
23182 - Electronics Technician Maintenance II 29.44
23183 - Electronics Technician Maintenance III 31.15
23260 - Fabric Worker 21.79
23290 - Fire Alarm System Mechanic 21.02
23310 - Fire Extinguisher Repairer 20.48
23311 - Fuel Distribution System Mechanic 32.70
23312 - Fuel Distribution System Operator 26.09
23370 - General Maintenance Worker 19.19
23380 - Ground Support Equipment Mechanic 30.95
23381 - Ground Support Equipment Servicer 26.16
23382 - Ground Support Equipment Worker 27.90
23391 - Gunsmith I 20.48
23392 - Gunsmith II 23.24
23393 - Gunsmith III 25.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.27
23430 - Heavy Equipment Mechanic 26.89
23440 - Heavy Equipment Operator 26.28
23460 - Instrument Mechanic 25.73
23465 - Laboratory/Shelter Mechanic 24.50
23470 - Laborer 14.78
23510 - Locksmith 22.28
23530 - Machinery Maintenance Mechanic 23.75
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 25.73
23592 - Metrology Technician II 26.84
23593 - Metrology Technician III 27.79
23640 - Millwright 33.36
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 25.76
23790 - Pipefitter Maintenance 30.81
23810 - Plumber Maintenance 29.19
23820 - Pneudraulic Systems Mechanic 25.73
23850 - Rigger 25.73
23870 - Scale Mechanic 23.24
23890 - Sheet-Metal Worker Maintenance 26.67
23910 - Small Engine Mechanic 17.11
23931 - Telecommunications Mechanic I 29.45

23932 - Telecommunications Mechanic II 30.64
23950 - Telephone Lineman 28.44
23960 - Welder Combination Maintenance 18.79
23965 - Well Driller 25.73
23970 - Woodcraft Worker 25.73
23980 - Woodworker 20.48
24000 - Personal Needs Occupations
24550 - Case Manager 14.03
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 12.98
24610 - Chore Aide 10.95
24620 - Family Readiness And Support Services Coordinator 14.03
24630 - Homemaker 14.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.08
25040 - Sewage Plant Operator 23.94
25070 - Stationary Engineer 25.08
25190 - Ventilation Equipment Tender 18.66
25210 - Water Treatment Plant Operator 23.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.46
27007 - Baggage Inspector 14.34
27008 - Corrections Officer 24.11
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 17.77
27040 - Detention Officer 24.11
27070 - Firefighter 22.94
27101 - Guard I 14.34
27102 - Guard II 17.77
27131 - Police Officer I 24.82
27132 - Police Officer II 26.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.29
28042 - Carnival Equipment Repairer 13.13
28043 - Carnival Worker 9.57
28210 - Gate Attendant/Gate Tender 14.77
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 16.52
28510 - Recreation Aide/Health Facility Attendant 12.06
28515 - Recreation Specialist 20.47
28630 - Sports Official 13.16
28690 - Swimming Pool Operator 18.27
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.56
29020 - Hatch Tender 21.56
29030 - Line Handler 21.56
29041 - Stevedore I 20.33
29042 - Stevedore II 22.73
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 23.13
30051 - Cryogenic Technician I 25.62
30052 - Cryogenic Technician II 28.30
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.93
30082 - Engineering Technician II 19.00
30083 - Engineering Technician III 21.26
30084 - Engineering Technician IV 26.33
30085 - Engineering Technician V 32.21
30086 - Engineering Technician VI 38.97
30090 - Environmental Technician 23.13
30095 - Evidence Control Specialist 23.13
30210 - Laboratory Technician 23.78
30221 - Latent Fingerprint Technician I 25.62
30222 - Latent Fingerprint Technician II 28.30
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 28.30
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 28.30
30461 - Technical Writer I 23.13
30462 - Technical Writer II 28.30
30463 - Technical Writer III 34.24
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.62
30502 - Weather Forecaster II 31.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.80
31030 - Bus Driver 19.70

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	11.54
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.89
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	21.22
31364 - Truckdriver Tractor-Trailer	21.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.18
99050 - Desk Clerk	10.19
99095 - Embalmer	30.54
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.82
99252 - Laboratory Animal Caretaker II	13.69
99260 - Marketing Analyst	24.26
99310 - Mortician	30.54
99410 - Pest Controller	20.61
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	22.05
99831 - Surveying Aide	13.13
99832 - Surveying Technician	20.03
99840 - Vending Machine Attendant	16.95
99841 - Vending Machine Repairer	20.31
99842 - Vending Machine Repairer Helper	16.95

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4263
Revision No.: 14
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Mahoning Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.17
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		22.86
01035 - Court Reporter		23.99
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		16.10
01051 - Data Entry Operator I		13.52
01052 - Data Entry Operator II		14.75
01060 - Dispatcher Motor Vehicle		19.57
01070 - Document Preparation Clerk		14.28
01090 - Duplicating Machine Operator		14.28
01111 - General Clerk I		13.67
01112 - General Clerk II		14.91

01113 - General Clerk III 16.73
01120 - Housing Referral Assistant 19.94
01141 - Messenger Courier 14.40
01191 - Order Clerk I 14.21
01192 - Order Clerk II 15.51
01261 - Personnel Assistant (Employment) I 16.94
01262 - Personnel Assistant (Employment) II 19.16
01263 - Personnel Assistant (Employment) III 22.37
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.46
01320 - Service Order Dispatcher 17.42
01410 - Supply Technician 22.86
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 13.03
01531 - Travel Clerk I 13.68
01532 - Travel Clerk II 14.55
01533 - Travel Clerk III 15.73
01611 - Word Processor I 14.80
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.33
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.55
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.55
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.55
07000 - Food Preparation And Service Occupations
07010 - Baker 14.44
07041 - Cook I 12.73
07042 - Cook II 14.44
07070 - Dishwasher 9.49
07130 - Food Service Worker 10.66
07210 - Meat Cutter 16.82
07260 - Waiter/Waitress 9.72
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.07

09040 - Furniture Handler 13.89
09080 - Furniture Refinisher 18.73
09090 - Furniture Refinisher Helper 15.71
09110 - Furniture Repairer Minor 17.22
09130 - Upholsterer 18.73
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.06
11060 - Elevator Operator 12.44
11090 - Gardener 15.20
11122 - Housekeeping Aide 12.44
11150 - Janitor 12.44
11210 - Laborer Grounds Maintenance 12.14
11240 - Maid or Houseman 10.05
11260 - Pruner 11.09
11270 - Tractor Operator 14.23
11330 - Trail Maintenance Worker 12.14
11360 - Window Cleaner 13.64
12000 - Health Occupations
12010 - Ambulance Driver 15.19
12011 - Breath Alcohol Technician 18.49
12012 - Certified Occupational Therapist Assistant 29.25
12015 - Certified Physical Therapist Assistant 28.30
12020 - Dental Assistant 18.43
12025 - Dental Hygienist 31.50
12030 - EKG Technician 29.68
12035 - Electroneurodiagnostic Technologist 29.68
12040 - Emergency Medical Technician 15.19
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.49
12073 - Licensed Practical Nurse III 20.61
12100 - Medical Assistant 14.31
12130 - Medical Laboratory Technician 26.29
12160 - Medical Record Clerk 16.02
12190 - Medical Record Technician 18.43
12195 - Medical Transcriptionist 17.95
12210 - Nuclear Medicine Technologist 34.21
12221 - Nursing Assistant I 11.85
12222 - Nursing Assistant II 13.32
12223 - Nursing Assistant III 14.53
12224 - Nursing Assistant IV 16.32
12235 - Optical Dispenser 17.91
12236 - Optical Technician 15.82
12250 - Pharmacy Technician 14.75
12280 - Phlebotomist 16.36
12305 - Radiologic Technologist 24.80
12311 - Registered Nurse I 23.67
12312 - Registered Nurse II 28.95
12313 - Registered Nurse II Specialist 28.95
12314 - Registered Nurse III 35.03
12315 - Registered Nurse III Anesthetist 35.03

12316 - Registered Nurse IV		41.98
12317 - Scheduler (Drug and Alcohol Testing)		22.90
12320 - Substance Abuse Treatment Counselor		20.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		15.61
13072 - Photographer II		18.10
13073 - Photographer III		21.80
13074 - Photographer IV		26.45
13075 - Photographer V		32.01
13090 - Technical Order Library Clerk		14.09
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.46
15030 - Air Crew Training Devices Instructor (Pilot)		42.49
15050 - Computer Based Training Specialist / Instructor		29.30
15060 - Educational Technologist		35.33
15070 - Flight Instructor (Pilot)		42.49
15080 - Graphic Artist		22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.49

15086 - Maintenance Test Pilot Rotary Wing 42.49
15088 - Non-Maintenance Test/Co-Pilot 42.49
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.28
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.11
16220 - Tailor 15.02
16250 - Washer Machine 11.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.76
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 13.90
21071 - Order Filler 14.85
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 16.23
21150 - Stock Clerk 21.26
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.47
23019 - Aircraft Logs and Records Technician 26.65
23021 - Aircraft Mechanic I 31.14
23022 - Aircraft Mechanic II 32.47
23023 - Aircraft Mechanic III 33.65
23040 - Aircraft Mechanic Helper 23.45
23050 - Aircraft Painter 29.88
23060 - Aircraft Servicer 26.65
23070 - Aircraft Survival Flight Equipment Technician 29.88
23080 - Aircraft Worker 28.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.14
23110 - Appliance Mechanic 22.50

23120 - Bicycle Repairer 20.61
23125 - Cable Splicer 40.23
23130 - Carpenter Maintenance 26.64
23140 - Carpet Layer 25.56
23160 - Electrician Maintenance 30.05
23181 - Electronics Technician Maintenance I 28.06
23182 - Electronics Technician Maintenance II 29.58
23183 - Electronics Technician Maintenance III 32.00
23260 - Fabric Worker 21.92
23290 - Fire Alarm System Mechanic 22.04
23310 - Fire Extinguisher Repairer 20.61
23311 - Fuel Distribution System Mechanic 33.72
23312 - Fuel Distribution System Operator 26.71
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 31.14
23381 - Ground Support Equipment Servicer 26.65
23382 - Ground Support Equipment Worker 28.42
23391 - Gunsmith I 20.61
23392 - Gunsmith II 23.38
23393 - Gunsmith III 26.02
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.27
23430 - Heavy Equipment Mechanic 26.89
23440 - Heavy Equipment Operator 26.68
23460 - Instrument Mechanic 26.02
23465 - Laboratory/Shelter Mechanic 24.64
23470 - Laborer 13.90
23510 - Locksmith 24.64
23530 - Machinery Maintenance Mechanic 29.40
23550 - Machinist Maintenance 23.51
23580 - Maintenance Trades Helper 16.09
23591 - Metrology Technician I 26.02
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.22
23640 - Millwright 33.36
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 26.30
23790 - Pipefitter Maintenance 31.84
23810 - Plumber Maintenance 30.16
23820 - Pneudraulic Systems Mechanic 26.02
23850 - Rigger 26.02
23870 - Scale Mechanic 23.38
23890 - Sheet-Metal Worker Maintenance 28.12
23910 - Small Engine Mechanic 19.52
23931 - Telecommunications Mechanic I 30.69
23932 - Telecommunications Mechanic II 32.07
23950 - Telephone Lineman 25.68
23960 - Welder Combination Maintenance 21.30

23965 - Well Driller	26.02
23970 - Woodcraft Worker	26.02
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	10.57
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	11.29
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	15.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.08
25040 - Sewage Plant Operator	23.94
25070 - Stationary Engineer	25.08
25190 - Ventilation Equipment Tender	18.66
25210 - Water Treatment Plant Operator	23.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.26
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	24.11
27010 - Court Security Officer	19.25
27030 - Detection Dog Handler	17.88
27040 - Detention Officer	24.11
27070 - Firefighter	17.08
27101 - Guard I	14.34
27102 - Guard II	17.88
27131 - Police Officer I	21.33
27132 - Police Officer II	23.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	13.13
28043 - Carnival Worker	9.63
28210 - Gate Attendant/Gate Tender	14.77
28310 - Lifeguard	10.92
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	20.47
28630 - Sports Official	13.16
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.51
29020 - Hatch Tender	23.51
29030 - Line Handler	23.51
29041 - Stevedore I	22.04
29042 - Stevedore II	24.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		19.30
30022 - Archeological Technician II		21.59
30023 - Archeological Technician III		24.66
30030 - Cartographic Technician		26.76
30040 - Civil Engineering Technician		23.61
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.17
30061 - Drafter/CAD Operator I		19.30
30062 - Drafter/CAD Operator II		21.59
30063 - Drafter/CAD Operator III		24.08
30064 - Drafter/CAD Operator IV		29.62
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.20
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.38
30085 - Engineering Technician V		35.94
30086 - Engineering Technician VI		43.48
30090 - Environmental Technician		24.66
30095 - Evidence Control Specialist		24.66
30210 - Laboratory Technician		23.78
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.17
30240 - Mathematical Technician		26.45
30361 - Paralegal/Legal Assistant I		18.84
30362 - Paralegal/Legal Assistant II		23.34
30363 - Paralegal/Legal Assistant III		28.55
30364 - Paralegal/Legal Assistant IV		34.55
30375 - Petroleum Supply Specialist		30.17
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		30.17
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.17
30463 - Technical Writer III		36.50
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.31
30502 - Weather Forecaster II		33.23
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.80
31030 - Bus Driver		20.88
31043 - Driver Courier		14.81
31260 - Parking and Lot Attendant		11.82
31290 - Shuttle Bus Driver		14.81

31310 - Taxi Driver	13.01
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	22.27
31364 - Truckdriver Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.54
99050 - Desk Clerk	12.25
99095 - Embalmer	32.26
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.82
99252 - Laboratory Animal Caretaker II	13.69
99260 - Marketing Analyst	24.26
99310 - Mortician	32.26
99410 - Pest Controller	23.14
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	18.62
99711 - Recycling Specialist	21.82
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	22.31
99831 - Surveying Aide	12.70
99832 - Surveying Technician	20.03
99840 - Vending Machine Attendant	17.04
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer Helper	17.04

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4264
Revision No.: 13
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Mahoning Trumbull

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.17
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		22.18
01035 - Court Reporter		23.99
01041 - Customer Service Representative I		12.85
01042 - Customer Service Representative II		14.45
01043 - Customer Service Representative III		15.76
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.98
01060 - Dispatcher Motor Vehicle		19.57
01070 - Document Preparation Clerk		14.28

01090 - Duplicating Machine Operator 14.28
01111 - General Clerk I 13.67
01112 - General Clerk II 14.91
01113 - General Clerk III 16.73
01120 - Housing Referral Assistant 19.94
01141 - Messenger Courier 14.16
01191 - Order Clerk I 13.92
01192 - Order Clerk II 15.38
01261 - Personnel Assistant (Employment) I 16.94
01262 - Personnel Assistant (Employment) II 19.16
01263 - Personnel Assistant (Employment) III 22.37
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 14.54
01300 - Scheduler Maintenance 15.66
01311 - Secretary I 15.66
01312 - Secretary II 17.51
01313 - Secretary III 19.46
01320 - Service Order Dispatcher 17.42
01410 - Supply Technician 22.18
01420 - Survey Worker 19.16
01460 - Switchboard Operator/Receptionist 12.18
01531 - Travel Clerk I 13.19
01532 - Travel Clerk II 14.16
01533 - Travel Clerk III 15.18
01611 - Word Processor I 14.80
01612 - Word Processor II 16.91
01613 - Word Processor III 19.16
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.33
05010 - Automotive Electrician 19.67
05040 - Automotive Glass Installer 18.92
05070 - Automotive Worker 18.92
05110 - Mobile Equipment Servicer 17.27
05130 - Motor Equipment Metal Mechanic 20.33
05160 - Motor Equipment Metal Worker 18.92
05190 - Motor Vehicle Mechanic 20.33
05220 - Motor Vehicle Mechanic Helper 16.50
05250 - Motor Vehicle Upholstery Worker 18.07
05280 - Motor Vehicle Wrecker 18.92
05310 - Painter Automotive 19.67
05340 - Radiator Repair Specialist 18.92
05370 - Tire Repairer 15.89
05400 - Transmission Repair Specialist 20.33
07000 - Food Preparation And Service Occupations
07010 - Baker 14.44
07041 - Cook I 11.62
07042 - Cook II 13.18
07070 - Dishwasher 9.29
07130 - Food Service Worker 10.06
07210 - Meat Cutter 16.82

07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.07
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	12.44
11090 - Gardener	15.20
11122 - Housekeeping Aide	12.44
11150 - Janitor	12.44
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.69
11260 - Pruner	11.09
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	13.64
12000 - Health Occupations	
12010 - Ambulance Driver	15.19
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.87
12020 - Dental Assistant	17.09
12025 - Dental Hygienist	31.50
12030 - EKG Technician	27.19
12035 - Electroneurodiagnostic Technologist	27.19
12040 - Emergency Medical Technician	15.19
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	14.31
12130 - Medical Laboratory Technician	23.90
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	17.95
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	17.74
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.24
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	22.99
12312 - Registered Nurse II	28.13

12313 - Registered Nurse II Specialist		28.13
12314 - Registered Nurse III		34.03
12315 - Registered Nurse III Anesthetist		34.03
12316 - Registered Nurse IV		40.79
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		20.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.87
13012 - Exhibits Specialist II		22.15
13013 - Exhibits Specialist III		27.09
13041 - Illustrator I		17.87
13042 - Illustrator II		22.15
13043 - Illustrator III		27.09
13047 - Librarian		24.52
13050 - Library Aide/Clerk		12.65
13054 - Library Information Technology Systems Administrator		22.15
13058 - Library Technician		16.42
13061 - Media Specialist I		15.98
13062 - Media Specialist II		17.87
13063 - Media Specialist III		19.93
13071 - Photographer I		14.83
13072 - Photographer II		18.10
13073 - Photographer III		21.80
13074 - Photographer IV		25.12
13075 - Photographer V		29.27
13090 - Technical Order Library Clerk		13.88
13110 - Video Teleconference Technician		17.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.96
14042 - Computer Operator II		17.84
14043 - Computer Operator III		19.90
14044 - Computer Operator IV		22.10
14045 - Computer Operator V		24.48
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.96
14160 - Personal Computer Support Technician		22.10
14170 - System Support Specialist		24.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.85
15020 - Aircrew Training Devices Instructor (Rated)		34.88
15030 - Air Crew Training Devices Instructor (Pilot)		41.83
15050 - Computer Based Training Specialist / Instructor		28.85
15060 - Educational Technologist		34.24

15070 - Flight Instructor (Pilot) 41.83
15080 - Graphic Artist 22.27
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.11
15086 - Maintenance Test Pilot Rotary Wing 39.11
15088 - Non-Maintenance Test/Co-Pilot 39.11
15090 - Technical Instructor 20.47
15095 - Technical Instructor/Course Developer 24.12
15110 - Test Proctor 17.57
15120 - Tutor 17.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.74
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.28
16070 - Finisher Flatwork Machine 10.74
16090 - Presser Hand 10.74
16110 - Presser Machine Drycleaning 10.74
16130 - Presser Machine Shirts 10.74
16160 - Presser Machine Wearing Apparel Laundry 10.74
16190 - Sewing Machine Operator 14.11
16220 - Tailor 15.02
16250 - Washer Machine 11.52
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.76
19040 - Tool And Die Maker 28.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 13.90
21071 - Order Filler 14.85
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.31
21130 - Shipping/Receiving Clerk 16.31
21140 - Store Worker I 16.23
21150 - Stock Clerk 21.26
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.47
23019 - Aircraft Logs and Records Technician 26.65
23021 - Aircraft Mechanic I 31.14
23022 - Aircraft Mechanic II 32.47
23023 - Aircraft Mechanic III 33.65
23040 - Aircraft Mechanic Helper 23.45
23050 - Aircraft Painter 29.88
23060 - Aircraft Servicer 26.65
23070 - Aircraft Survival Flight Equipment Technician 29.88
23080 - Aircraft Worker 28.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.14
23110 - Appliance Mechanic 21.30
23120 - Bicycle Repairer 20.48
23125 - Cable Splicer 38.46
23130 - Carpenter Maintenance 25.08
23140 - Carpet Layer 23.24
23160 - Electrician Maintenance 30.05
23181 - Electronics Technician Maintenance I 27.95
23182 - Electronics Technician Maintenance II 29.44
23183 - Electronics Technician Maintenance III 32.00
23260 - Fabric Worker 21.79
23290 - Fire Alarm System Mechanic 21.56
23310 - Fire Extinguisher Repairer 20.48
23311 - Fuel Distribution System Mechanic 32.74
23312 - Fuel Distribution System Operator 26.51
23370 - General Maintenance Worker 19.52
23380 - Ground Support Equipment Mechanic 31.14
23381 - Ground Support Equipment Servicer 26.65
23382 - Ground Support Equipment Worker 28.42
23391 - Gunsmith I 20.48
23392 - Gunsmith II 23.24
23393 - Gunsmith III 25.73
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.27
23430 - Heavy Equipment Mechanic 26.89
23440 - Heavy Equipment Operator 26.68
23460 - Instrument Mechanic 25.73
23465 - Laboratory/Shelter Mechanic 24.50
23470 - Laborer 13.90
23510 - Locksmith 24.32
23530 - Machinery Maintenance Mechanic 29.40
23550 - Machinist Maintenance 23.51
23580 - Maintenance Trades Helper 16.09
23591 - Metrology Technician I 25.73
23592 - Metrology Technician II 26.84
23593 - Metrology Technician III 27.79
23640 - Millwright 33.36
23710 - Office Appliance Repairer 20.72
23760 - Painter Maintenance 26.30
23790 - Pipefitter Maintenance 30.81
23810 - Plumber Maintenance 29.19
23820 - Pneudraulic Systems Mechanic 25.73
23850 - Rigger 25.73
23870 - Scale Mechanic 23.24
23890 - Sheet-Metal Worker Maintenance 28.12
23910 - Small Engine Mechanic 19.52
23931 - Telecommunications Mechanic I 29.45

23932 - Telecommunications Mechanic II 30.72
23950 - Telephone Lineman 25.68
23960 - Welder Combination Maintenance 21.30
23965 - Well Driller 25.73
23970 - Woodcraft Worker 25.73
23980 - Woodworker 20.48
24000 - Personal Needs Occupations
24550 - Case Manager 14.03
24570 - Child Care Attendant 10.13
24580 - Child Care Center Clerk 13.90
24610 - Chore Aide 10.95
24620 - Family Readiness And Support Services Coordinator 14.03
24630 - Homemaker 15.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.08
25040 - Sewage Plant Operator 23.94
25070 - Stationary Engineer 25.08
25190 - Ventilation Equipment Tender 18.66
25210 - Water Treatment Plant Operator 23.94
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.46
27007 - Baggage Inspector 14.34
27008 - Corrections Officer 24.11
27010 - Court Security Officer 19.25
27030 - Detection Dog Handler 17.88
27040 - Detention Officer 24.11
27070 - Firefighter 17.08
27101 - Guard I 14.34
27102 - Guard II 17.88
27131 - Police Officer I 21.33
27132 - Police Officer II 23.70
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.29
28042 - Carnival Equipment Repairer 13.13
28043 - Carnival Worker 9.63
28210 - Gate Attendant/Gate Tender 14.77
28310 - Lifeguard 10.92
28350 - Park Attendant (Aide) 16.52
28510 - Recreation Aide/Health Facility Attendant 12.06
28515 - Recreation Specialist 20.47
28630 - Sports Official 13.16
28690 - Swimming Pool Operator 16.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.56
29020 - Hatch Tender 21.56
29030 - Line Handler 21.56
29041 - Stevedore I 20.22
29042 - Stevedore II 22.73
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.30
30022 - Archeological Technician II 21.59
30023 - Archeological Technician III 23.57
30030 - Cartographic Technician 26.76
30040 - Civil Engineering Technician 23.13
30051 - Cryogenic Technician I 25.62
30052 - Cryogenic Technician II 28.30
30061 - Drafter/CAD Operator I 19.30
30062 - Drafter/CAD Operator II 21.59
30063 - Drafter/CAD Operator III 24.08
30064 - Drafter/CAD Operator IV 29.62
30081 - Engineering Technician I 18.89
30082 - Engineering Technician II 21.20
30083 - Engineering Technician III 23.71
30084 - Engineering Technician IV 29.38
30085 - Engineering Technician V 35.94
30086 - Engineering Technician VI 43.48
30090 - Environmental Technician 23.13
30095 - Evidence Control Specialist 23.13
30210 - Laboratory Technician 23.78
30221 - Latent Fingerprint Technician I 25.62
30222 - Latent Fingerprint Technician II 28.30
30240 - Mathematical Technician 26.45
30361 - Paralegal/Legal Assistant I 17.18
30362 - Paralegal/Legal Assistant II 21.27
30363 - Paralegal/Legal Assistant III 26.03
30364 - Paralegal/Legal Assistant IV 31.49
30375 - Petroleum Supply Specialist 28.30
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 28.30
30461 - Technical Writer I 23.87
30462 - Technical Writer II 29.21
30463 - Technical Writer III 35.36
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 25.62
30502 - Weather Forecaster II 31.17
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.08
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.80
31030 - Bus Driver 19.70

31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	11.30
31290 - Shuttle Bus Driver	14.81
31310 - Taxi Driver	12.89
31361 - Truckdriver Light	14.81
31362 - Truckdriver Medium	17.78
31363 - Truckdriver Heavy	21.22
31364 - Truckdriver Tractor-Trailer	21.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.18
99050 - Desk Clerk	12.25
99095 - Embalmer	32.26
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.82
99252 - Laboratory Animal Caretaker II	13.69
99260 - Marketing Analyst	24.26
99310 - Mortician	32.26
99410 - Pest Controller	21.04
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	16.93
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	15.47
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	22.31
99831 - Surveying Aide	12.70
99832 - Surveying Technician	20.03
99840 - Vending Machine Attendant	15.65
99841 - Vending Machine Repairer	19.05
99842 - Vending Machine Repairer Helper	15.65

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4265
Revision No.: 15
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Anne Arundel Baltimore Baltimore City Carroll Harford Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.59
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		32.62
01035 - Court Reporter		23.51
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		21.61
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	16.90
01191 - Order Clerk I	15.74
01192 - Order Clerk II	17.17
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	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	19.33
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	16.51
01612 - Word Processor II	18.54
01613 - Word Processor III	20.74
05000 - Automotive Service Occupations	
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
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63
07041 - Cook I	16.00
07042 - Cook II	17.43
07070 - Dishwasher	11.70
07130 - Food Service Worker	13.33
07210 - Meat Cutter	21.06
07260 - Waiter/Waitress	11.53
09000 - Furniture Maintenance And Repair Occupations	

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 20.49
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.71
11060 - Elevator Operator 12.71
11090 - Gardener 19.83
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 16.93
11240 - Maid or Houseman 12.96
11260 - Pruner 15.98
11270 - Tractor Operator 18.87
11330 - Trail Maintenance Worker 16.93
11360 - Window Cleaner 14.07
12000 - Health Occupations
12010 - Ambulance Driver 23.89
12011 - Breath Alcohol Technician 24.35
12012 - Certified Occupational Therapist Assistant 30.54
12015 - Certified Physical Therapist Assistant 28.40
12020 - Dental Assistant 20.36
12025 - Dental Hygienist 48.26
12030 - EKG Technician 34.02
12035 - Electroneurodiagnostic Technologist 34.02
12040 - Emergency Medical Technician 23.89
12071 - Licensed Practical Nurse I 21.78
12072 - Licensed Practical Nurse II 24.35
12073 - Licensed Practical Nurse III 27.14
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 21.23
12210 - Nuclear Medicine Technologist 40.39
12221 - Nursing Assistant I 12.45
12222 - Nursing Assistant II 13.99
12223 - Nursing Assistant III 15.27
12224 - Nursing Assistant IV 17.15
12235 - Optical Dispenser 18.38
12236 - Optical Technician 16.94
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 19.32
12305 - Radiologic Technologist 33.09
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)		30.17
12320 - Substance Abuse Treatment Counselor		22.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.99
13012 - Exhibits Specialist II		25.99
13013 - Exhibits Specialist III		31.80
13041 - Illustrator I		22.59
13042 - Illustrator II		27.98
13043 - Illustrator III		34.22
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.00
13061 - Media Specialist I		21.38
13062 - Media Specialist II		23.91
13063 - Media Specialist III		26.65
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		22.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		35.52
15000 - Instructional Occupations		
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		35.10
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73

15085 - Maintenance Test Pilot Fixed Jet/Prop 45.72
15086 - Maintenance Test Pilot Rotary Wing 45.72
15088 - Non-Maintenance Test/Co-Pilot 45.72
15090 - Technical Instructor 26.68
15095 - Technical Instructor/Course Developer 32.64
15110 - Test Proctor 21.54
15120 - Tutor 21.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 15.57
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 16.79
16220 - Tailor 17.99
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 29.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.46
21030 - Material Coordinator 24.05
21040 - Material Expediter 24.05
21050 - Material Handling Laborer 14.94
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.46
21110 - Shipping Packer 17.97
21130 - Shipping/Receiving Clerk 17.97
21140 - Store Worker I 18.66
21150 - Stock Clerk 22.28
21210 - Tools And Parts Attendant 20.46
21410 - Warehouse Specialist 20.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.45
23019 - Aircraft Logs and Records Technician 33.20
23021 - Aircraft Mechanic I 37.14
23022 - Aircraft Mechanic II 38.45
23023 - Aircraft Mechanic III 39.57
23040 - Aircraft Mechanic Helper 30.16
23050 - Aircraft Painter 35.80
23060 - Aircraft Servicer 33.20
23070 - Aircraft Survival Flight Equipment Technician 35.80
23080 - Aircraft Worker 34.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.14

23110 - Appliance Mechanic 23.84
23120 - Bicycle Repairer 18.63
23125 - Cable Splicer 30.75
23130 - Carpenter Maintenance 24.02
23140 - Carpet Layer 27.08
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 31.98
23182 - Electronics Technician Maintenance II 33.17
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 25.09
23290 - Fire Alarm System Mechanic 26.49
23310 - Fire Extinguisher Repairer 23.96
23311 - Fuel Distribution System Mechanic 26.06
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 37.14
23381 - Ground Support Equipment Servicer 33.20
23382 - Ground Support Equipment Worker 34.53
23391 - Gunsmith I 23.96
23392 - Gunsmith II 26.10
23393 - Gunsmith III 28.07
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.32
23430 - Heavy Equipment Mechanic 28.76
23440 - Heavy Equipment Operator 24.37
23460 - Instrument Mechanic 33.74
23465 - Laboratory/Shelter Mechanic 27.06
23470 - Laborer 14.98
23510 - Locksmith 25.73
23530 - Machinery Maintenance Mechanic 27.39
23550 - Machinist Maintenance 28.88
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 21.24
23760 - Painter Maintenance 21.91
23790 - Pipefitter Maintenance 29.95
23810 - Plumber Maintenance 28.87
23820 - Pneudraulic Systems Mechanic 28.07
23850 - Rigger 26.81
23870 - Scale Mechanic 26.10
23890 - Sheet-Metal Worker Maintenance 26.10
23910 - Small Engine Mechanic 22.00
23931 - Telecommunications Mechanic I 28.17
23932 - Telecommunications Mechanic II 31.26
23950 - Telephone Lineman 33.99

23960 - Welder Combination Maintenance		27.44
23965 - Well Driller		27.72
23970 - Woodcraft Worker		28.07
23980 - Woodworker		23.96
24000 - Personal Needs Occupations		
24550 - Case Manager		17.42
24570 - Child Care Attendant		12.73
24580 - Child Care Center Clerk		15.95
24610 - Chore Aide		13.35
24620 - Family Readiness And Support Services Coordinator		17.42
24630 - Homemaker		17.42
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.25
25040 - Sewage Plant Operator		22.79
25070 - Stationary Engineer		30.25
25190 - Ventilation Equipment Tender		24.56
25210 - Water Treatment Plant Operator		22.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.00
27007 - Baggage Inspector		15.01
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		15.01
27102 - Guard II		17.85
27131 - Police Officer I		31.94
27132 - Police Officer II		35.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.80
28042 - Carnival Equipment Repairer		14.50
28043 - Carnival Worker		11.69
28210 - Gate Attendant/Gate Tender		16.34
28310 - Lifeguard		12.13
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		13.33
28515 - Recreation Specialist		22.63
28630 - Sports Official		14.55
28690 - Swimming Pool Operator		15.87
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.26

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.43
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 23.38
30221 - Latent Fingerprint Technician I 27.85
30222 - Latent Fingerprint Technician II 30.76
30240 - Mathematical Technician 33.86
30361 - Paralegal/Legal Assistant I 21.99
30362 - Paralegal/Legal Assistant II 27.24
30363 - Paralegal/Legal Assistant III 33.32
30364 - Paralegal/Legal Assistant IV 40.32
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 28.81
30492 - Unexploded Ordnance (UXO) Technician II 34.86
30493 - Unexploded Ordnance (UXO) Technician III 41.78
30494 - Unexploded (UXO) Safety Escort 28.81
30495 - Unexploded (UXO) Sweep Personnel 28.81
30501 - Weather Forecaster I 31.00
30502 - Weather Forecaster II 37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.86
31020 - Bus Aide 18.71
31030 - Bus Driver 24.07
31043 - Driver Courier 18.89
31260 - Parking and Lot Attendant 12.60

31290 - Shuttle Bus Driver	18.59
31310 - Taxi Driver	15.07
31361 - Truckdriver Light	19.85
31362 - Truckdriver Medium	20.79
31363 - Truckdriver Heavy	23.75
31364 - Truckdriver Tractor-Trailer	23.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.73
99050 - Desk Clerk	13.78
99095 - Embalmer	35.87
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	15.99
99252 - Laboratory Animal Caretaker II	16.81
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	12.32
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	30.87
99831 - Surveying Aide	16.83
99832 - Surveying Technician	25.65
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	16.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4266
Revision No.: 13
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Anne Arundel Baltimore Baltimore City Carroll Harford Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.34
01012 - Accounting Clerk II		19.47
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		32.54
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.35
01043 - Customer Service Representative III		17.84
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.25
01060 - Dispatcher Motor Vehicle		19.84

01070 - Document Preparation Clerk 18.49
01090 - Duplicating Machine Operator 18.49
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 16.77
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
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 23.89
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 17.73
01410 - Supply Technician 32.54
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.73
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.06
01533 - Travel Clerk III 19.44
01611 - Word Processor I 16.51
01612 - Word Processor II 18.54
01613 - Word Processor III 20.74
05000 - Automotive Service Occupations
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 13.77
05400 - Transmission Repair Specialist 24.10
07000 - Food Preparation And Service Occupations
07010 - Baker 13.85
07041 - Cook I 15.97
07042 - Cook II 17.40
07070 - Dishwasher 10.97
07130 - Food Service Worker 12.70

07210 - Meat Cutter 21.06
07260 - Waiter/Waitress 10.75
09000 - Furniture Maintenance And Repair Occupations
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 18.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.45
11060 - Elevator Operator 12.45
11090 - Gardener 19.02
11122 - Housekeeping Aide 12.60
11150 - Janitor 12.60
11210 - Laborer Grounds Maintenance 16.24
11240 - Maid or Houseman 12.16
11260 - Pruner 15.33
11270 - Tractor Operator 18.09
11330 - Trail Maintenance Worker 16.24
11360 - Window Cleaner 13.35
12000 - Health Occupations
12010 - Ambulance Driver 23.89
12011 - Breath Alcohol Technician 23.89
12012 - Certified Occupational Therapist Assistant 30.01
12015 - Certified Physical Therapist Assistant 28.40
12020 - Dental Assistant 20.13
12025 - Dental Hygienist 48.26
12030 - EKG Technician 33.88
12035 - Electroneurodiagnostic Technologist 33.88
12040 - Emergency Medical Technician 23.89
12071 - Licensed Practical Nurse I 21.35
12072 - Licensed Practical Nurse II 23.89
12073 - Licensed Practical Nurse III 26.63
12100 - Medical Assistant 17.61
12130 - Medical Laboratory Technician 23.27
12160 - Medical Record Clerk 21.64
12190 - Medical Record Technician 24.21
12195 - Medical Transcriptionist 20.52
12210 - Nuclear Medicine Technologist 39.33
12221 - Nursing Assistant I 12.22
12222 - Nursing Assistant II 13.74
12223 - Nursing Assistant III 14.99
12224 - Nursing Assistant IV 16.83
12235 - Optical Dispenser 18.03
12236 - Optical Technician 16.94
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 19.12
12305 - Radiologic Technologist 32.81
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)		29.59
12320 - Substance Abuse Treatment Counselor		20.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.99
13012 - Exhibits Specialist II		25.99
13013 - Exhibits Specialist III		31.80
13041 - Illustrator I		22.59
13042 - Illustrator II		27.98
13043 - Illustrator III		34.22
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		20.19
13062 - Media Specialist II		22.59
13063 - Media Specialist III		25.17
13071 - Photographer I		18.87
13072 - Photographer II		21.35
13073 - Photographer III		26.44
13074 - Photographer IV		30.42
13075 - Photographer V		36.77
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		22.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		33.32
15000 - Instructional Occupations		
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 32.42
15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 26.73
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.72
15086 - Maintenance Test Pilot Rotary Wing 45.72
15088 - Non-Maintenance Test/Co-Pilot 45.72
15090 - Technical Instructor 26.07
15095 - Technical Instructor/Course Developer 31.89
15110 - Test Proctor 21.05
15120 - Tutor 21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 15.41
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 16.62
16220 - Tailor 17.81
16250 - Washer Machine 12.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 29.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.34
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 14.05
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 19.34
21110 - Shipping Packer 17.32
21130 - Shipping/Receiving Clerk 17.32
21140 - Store Worker I 18.47
21150 - Stock Clerk 22.05
21210 - Tools And Parts Attendant 19.34
21410 - Warehouse Specialist 19.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.01
23019 - Aircraft Logs and Records Technician 31.35
23021 - Aircraft Mechanic I 35.74
23022 - Aircraft Mechanic II 37.01
23023 - Aircraft Mechanic III 38.08
23040 - Aircraft Mechanic Helper 28.47
23050 - Aircraft Painter 33.81
23060 - Aircraft Servicer 31.35
23070 - Aircraft Survival Flight Equipment Technician 33.81
23080 - Aircraft Worker 32.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 32.61

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.74
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 16.94
23125 - Cable Splicer 30.75
23130 - Carpenter Maintenance 22.88
23140 - Carpet Layer 24.62
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 31.98
23182 - Electronics Technician Maintenance II 33.17
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 24.92
23290 - Fire Alarm System Mechanic 25.64
23310 - Fire Extinguisher Repairer 23.79
23311 - Fuel Distribution System Mechanic 26.06
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 35.74
23381 - Ground Support Equipment Servicer 31.35
23382 - Ground Support Equipment Worker 32.61
23391 - Gunsmith I 23.79
23392 - Gunsmith II 25.93
23393 - Gunsmith III 27.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.04
23430 - Heavy Equipment Mechanic 27.94
23440 - Heavy Equipment Operator 23.77
23460 - Instrument Mechanic 32.82
23465 - Laboratory/Shelter Mechanic 26.88
23470 - Laborer 14.98
23510 - Locksmith 23.72
23530 - Machinery Maintenance Mechanic 26.97
23550 - Machinist Maintenance 28.23
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 32.82
23592 - Metrology Technician II 33.98
23593 - Metrology Technician III 34.96
23640 - Millwright 30.74
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 21.91
23790 - Pipefitter Maintenance 28.92
23810 - Plumber Maintenance 27.88
23820 - Pneudraulic Systems Mechanic 27.88
23850 - Rigger 26.81
23870 - Scale Mechanic 25.93
23890 - Sheet-Metal Worker Maintenance 25.53
23910 - Small Engine Mechanic 21.13

23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	33.66
23960 - Welder Combination Maintenance	25.99
23965 - Well Driller	27.72
23970 - Woodcraft Worker	27.88
23980 - Woodworker	23.79
24000 - Personal Needs Occupations	
24550 - Case Manager	17.42
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	12.25
24620 - Family Readiness And Support Services Coordinator	17.42
24630 - Homemaker	17.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.78
25040 - Sewage Plant Operator	21.63
25070 - Stationary Engineer	29.78
25190 - Ventilation Equipment Tender	24.18
25210 - Water Treatment Plant Operator	21.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.89
27007 - Baggage Inspector	14.32
27008 - Corrections Officer	22.80
27010 - Court Security Officer	26.85
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	30.96
27101 - Guard I	14.32
27102 - Guard II	17.85
27131 - Police Officer I	30.76
27132 - Police Officer II	34.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.02
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	10.89
28210 - Gate Attendant/Gate Tender	14.89
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.66
28510 - Recreation Aide/Health Facility Attendant	12.16
28515 - Recreation Specialist	20.64
28630 - Sports Official	13.27
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.71
29020 - Hatch Tender	28.71
29030 - Line Handler	28.71
29041 - Stevedore I	27.60
29042 - Stevedore II	29.77

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.95
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.08
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		23.38
30221 - Latent Fingerprint Technician I		27.85
30222 - Latent Fingerprint Technician II		30.76
30240 - Mathematical Technician		30.78
30361 - Paralegal/Legal Assistant I		21.32
30362 - Paralegal/Legal Assistant II		26.42
30363 - Paralegal/Legal Assistant III		32.31
30364 - Paralegal/Legal Assistant IV		39.10
30375 - Petroleum Supply Specialist		33.80
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		33.80
30461 - Technical Writer I		27.51
30462 - Technical Writer II		33.66
30463 - Technical Writer III		40.71
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		31.00
30502 - Weather Forecaster II		37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.98

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34.51
31020 - Bus Aide		17.01

31030 - Bus Driver	22.59
31043 - Driver Courier	17.64
31260 - Parking and Lot Attendant	11.63
31290 - Shuttle Bus Driver	18.59
31310 - Taxi Driver	13.70
31361 - Truckdriver Light	18.59
31362 - Truckdriver Medium	19.58
31363 - Truckdriver Heavy	23.50
31364 - Truckdriver Tractor-Trailer	23.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.17
99050 - Desk Clerk	12.77
99095 - Embalmer	32.61
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	14.54
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.28
99310 - Mortician	32.61
99410 - Pest Controller	21.64
99510 - Photofinishing Worker	15.97
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	28.07
99831 - Surveying Aide	15.30
99832 - Surveying Technician	23.32
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	16.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4267
Revision No.: 14
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.59
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		32.62
01035 - Court Reporter		23.51
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		21.61
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 16.90
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
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 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 19.33
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 16.51
01612 - Word Processor II 18.54
01613 - Word Processor III 20.74
05000 - Automotive Service Occupations
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
07000 - Food Preparation And Service Occupations
07010 - Baker 14.63
07041 - Cook I 16.00
07042 - Cook II 17.43
07070 - Dishwasher 11.70
07130 - Food Service Worker 13.33
07210 - Meat Cutter 21.06
07260 - Waiter/Waitress 11.53
09000 - Furniture Maintenance And Repair Occupations
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 20.90
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.71
11060 - Elevator Operator 12.71
11090 - Gardener 19.83
11122 - Housekeeping Aide 13.28
11150 - Janitor 13.28
11210 - Laborer Grounds Maintenance 16.93
11240 - Maid or Houseman 12.96
11260 - Pruner 15.98
11270 - Tractor Operator 18.87
11330 - Trail Maintenance Worker 16.93
11360 - Window Cleaner 14.07
12000 - Health Occupations
12010 - Ambulance Driver 23.89
12011 - Breath Alcohol Technician 24.35
12012 - Certified Occupational Therapist Assistant 30.54
12015 - Certified Physical Therapist Assistant 28.40
12020 - Dental Assistant 20.36
12025 - Dental Hygienist 48.26
12030 - EKG Technician 34.02
12035 - Electroneurodiagnostic Technologist 34.02
12040 - Emergency Medical Technician 23.89
12071 - Licensed Practical Nurse I 21.78
12072 - Licensed Practical Nurse II 24.35
12073 - Licensed Practical Nurse III 27.14
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 21.23
12210 - Nuclear Medicine Technologist 40.39
12221 - Nursing Assistant I 12.45
12222 - Nursing Assistant II 13.99
12223 - Nursing Assistant III 15.27
12224 - Nursing Assistant IV 17.15
12235 - Optical Dispenser 18.38
12236 - Optical Technician 16.94
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 19.32
12305 - Radiologic Technologist 33.09
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)		30.17
12320 - Substance Abuse Treatment Counselor		22.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.99
13012 - Exhibits Specialist II		25.99
13013 - Exhibits Specialist III		31.80
13041 - Illustrator I		22.59
13042 - Illustrator II		27.98
13043 - Illustrator III		34.22
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.00
13061 - Media Specialist I		21.38
13062 - Media Specialist II		23.91
13063 - Media Specialist III		26.65
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		22.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		35.52
15000 - Instructional Occupations		
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		35.10
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.18
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.72

15086 - Maintenance Test Pilot Rotary Wing 45.72
15088 - Non-Maintenance Test/Co-Pilot 45.72
15090 - Technical Instructor 26.68
15095 - Technical Instructor/Course Developer 32.64
15110 - Test Proctor 21.54
15120 - Tutor 21.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 15.57
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 16.79
16220 - Tailor 17.99
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 29.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.46
21030 - Material Coordinator 24.05
21040 - Material Expediter 24.05
21050 - Material Handling Laborer 14.94
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 20.46
21110 - Shipping Packer 17.97
21130 - Shipping/Receiving Clerk 17.97
21140 - Store Worker I 18.66
21150 - Stock Clerk 22.28
21210 - Tools And Parts Attendant 20.46
21410 - Warehouse Specialist 20.46
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.45
23019 - Aircraft Logs and Records Technician 33.20
23021 - Aircraft Mechanic I 37.14
23022 - Aircraft Mechanic II 38.45
23023 - Aircraft Mechanic III 39.57
23040 - Aircraft Mechanic Helper 30.16
23050 - Aircraft Painter 35.80
23060 - Aircraft Servicer 33.20
23070 - Aircraft Survival Flight Equipment Technician 35.80
23080 - Aircraft Worker 34.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.14
23110 - Appliance Mechanic 23.84

23120 - Bicycle Repairer 18.80
23125 - Cable Splicer 30.75
23130 - Carpenter Maintenance 24.02
23140 - Carpet Layer 27.08
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 31.98
23182 - Electronics Technician Maintenance II 33.17
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 25.09
23290 - Fire Alarm System Mechanic 26.49
23310 - Fire Extinguisher Repairer 23.96
23311 - Fuel Distribution System Mechanic 26.06
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 37.14
23381 - Ground Support Equipment Servicer 33.20
23382 - Ground Support Equipment Worker 34.53
23391 - Gunsmith I 23.96
23392 - Gunsmith II 26.10
23393 - Gunsmith III 28.07
23410 - Heating Ventilation And Air-Conditioning Mechanic 33.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 34.32
23430 - Heavy Equipment Mechanic 28.76
23440 - Heavy Equipment Operator 24.37
23460 - Instrument Mechanic 33.74
23465 - Laboratory/Shelter Mechanic 27.06
23470 - Laborer 14.98
23510 - Locksmith 25.73
23530 - Machinery Maintenance Mechanic 27.39
23550 - Machinist Maintenance 28.88
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 21.24
23760 - Painter Maintenance 21.91
23790 - Pipefitter Maintenance 29.95
23810 - Plumber Maintenance 28.87
23820 - Pneudraulic Systems Mechanic 28.07
23850 - Rigger 26.81
23870 - Scale Mechanic 26.10
23890 - Sheet-Metal Worker Maintenance 26.10
23910 - Small Engine Mechanic 22.00
23931 - Telecommunications Mechanic I 28.17
23932 - Telecommunications Mechanic II 31.26
23950 - Telephone Lineman 33.99
23960 - Welder Combination Maintenance 27.44

23965 - Well Driller		27.72
23970 - Woodcraft Worker		28.07
23980 - Woodworker		23.96
24000 - Personal Needs Occupations		
24550 - Case Manager		17.42
24570 - Child Care Attendant		12.96
24580 - Child Care Center Clerk		16.16
24610 - Chore Aide		13.35
24620 - Family Readiness And Support Services Coordinator		17.42
24630 - Homemaker		17.96
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.25
25040 - Sewage Plant Operator		22.79
25070 - Stationary Engineer		30.25
25190 - Ventilation Equipment Tender		24.56
25210 - Water Treatment Plant Operator		22.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.00
27007 - Baggage Inspector		15.01
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		15.01
27102 - Guard II		17.83
27131 - Police Officer I		31.94
27132 - Police Officer II		35.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.80
28042 - Carnival Equipment Repairer		14.50
28043 - Carnival Worker		11.69
28210 - Gate Attendant/Gate Tender		16.34
28310 - Lifeguard		12.13
28350 - Park Attendant (Aide)		18.27
28510 - Recreation Aide/Health Facility Attendant		13.33
28515 - Recreation Specialist		22.63
28630 - Sports Official		14.55
28690 - Swimming Pool Operator		15.87
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.43

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 23.38
30221 - Latent Fingerprint Technician I 27.85
30222 - Latent Fingerprint Technician II 30.76
30240 - Mathematical Technician 33.86
30361 - Paralegal/Legal Assistant I 21.99
30362 - Paralegal/Legal Assistant II 27.24
30363 - Paralegal/Legal Assistant III 33.32
30364 - Paralegal/Legal Assistant IV 40.32
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 28.81
30492 - Unexploded Ordnance (UXO) Technician II 34.86
30493 - Unexploded Ordnance (UXO) Technician III 41.78
30494 - Unexploded (UXO) Safety Escort 28.81
30495 - Unexploded (UXO) Sweep Personnel 28.81
30501 - Weather Forecaster I 31.00
30502 - Weather Forecaster II 37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.86
31020 - Bus Aide 18.71
31030 - Bus Driver 24.07
31043 - Driver Courier 18.89
31260 - Parking and Lot Attendant 12.60
31290 - Shuttle Bus Driver 18.59

31310 - Taxi Driver	15.07
31361 - Truckdriver Light	19.85
31362 - Truckdriver Medium	20.79
31363 - Truckdriver Heavy	23.75
31364 - Truckdriver Tractor-Trailer	23.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.73
99050 - Desk Clerk	13.78
99095 - Embalmer	35.87
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	15.99
99252 - Laboratory Animal Caretaker II	16.81
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	12.32
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	30.20
99831 - Surveying Aide	18.73
99832 - Surveying Technician	25.65
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	16.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4268
Revision No.: 13
Date Of Last Revision: 04/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.34
01012 - Accounting Clerk II		19.47
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		32.54
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		16.35
01043 - Customer Service Representative III		17.84
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.25
01060 - Dispatcher Motor Vehicle		19.84
01070 - Document Preparation Clerk		18.49

01090 - Duplicating Machine Operator 18.49
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 16.77
01191 - Order Clerk I 15.74
01192 - Order Clerk II 17.17
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 23.89
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 17.73
01410 - Supply Technician 32.54
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.73
01531 - Travel Clerk I 16.69
01532 - Travel Clerk II 18.06
01533 - Travel Clerk III 19.44
01611 - Word Processor I 16.51
01612 - Word Processor II 18.54
01613 - Word Processor III 20.74
05000 - Automotive Service Occupations
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 13.56
05400 - Transmission Repair Specialist 24.10
07000 - Food Preparation And Service Occupations
07010 - Baker 13.85
07041 - Cook I 15.97
07042 - Cook II 17.40
07070 - Dishwasher 10.97
07130 - Food Service Worker 12.70
07210 - Meat Cutter 21.06

07260 - Waiter/Waitress	10.85
09000 - Furniture Maintenance And Repair Occupations	
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	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.45
11060 - Elevator Operator	12.45
11090 - Gardener	19.02
11122 - Housekeeping Aide	12.60
11150 - Janitor	12.60
11210 - Laborer Grounds Maintenance	16.24
11240 - Maid or Houseman	12.16
11260 - Pruner	15.33
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	16.24
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12010 - Ambulance Driver	23.89
12011 - Breath Alcohol Technician	23.89
12012 - Certified Occupational Therapist Assistant	30.01
12015 - Certified Physical Therapist Assistant	28.40
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	48.26
12030 - EKG Technician	33.88
12035 - Electroneurodiagnostic Technologist	33.88
12040 - Emergency Medical Technician	23.89
12071 - Licensed Practical Nurse I	21.35
12072 - Licensed Practical Nurse II	23.89
12073 - Licensed Practical Nurse III	26.63
12100 - Medical Assistant	17.61
12130 - Medical Laboratory Technician	23.27
12160 - Medical Record Clerk	21.64
12190 - Medical Record Technician	24.21
12195 - Medical Transcriptionist	20.52
12210 - Nuclear Medicine Technologist	39.33
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.74
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	18.03
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.12
12305 - Radiologic Technologist	32.81
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)		29.59
12320 - Substance Abuse Treatment Counselor		20.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.99
13012 - Exhibits Specialist II		25.99
13013 - Exhibits Specialist III		31.80
13041 - Illustrator I		22.59
13042 - Illustrator II		27.98
13043 - Illustrator III		34.22
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		20.19
13062 - Media Specialist II		22.59
13063 - Media Specialist III		25.17
13071 - Photographer I		19.09
13072 - Photographer II		21.35
13073 - Photographer III		26.44
13074 - Photographer IV		32.35
13075 - Photographer V		39.13
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		22.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		33.32
15000 - Instructional Occupations		
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		32.42

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 45.72
15086 - Maintenance Test Pilot Rotary Wing 45.72
15088 - Non-Maintenance Test/Co-Pilot 45.72
15090 - Technical Instructor 26.07
15095 - Technical Instructor/Course Developer 31.89
15110 - Test Proctor 21.05
15120 - Tutor 21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 15.41
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 16.62
16220 - Tailor 17.81
16250 - Washer Machine 12.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.96
19040 - Tool And Die Maker 29.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.34
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 14.05
21071 - Order Filler 15.88
21080 - Production Line Worker (Food Processing) 19.34
21110 - Shipping Packer 17.32
21130 - Shipping/Receiving Clerk 17.32
21140 - Store Worker I 18.47
21150 - Stock Clerk 22.05
21210 - Tools And Parts Attendant 19.34
21410 - Warehouse Specialist 19.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.01
23019 - Aircraft Logs and Records Technician 31.35
23021 - Aircraft Mechanic I 35.74
23022 - Aircraft Mechanic II 37.01
23023 - Aircraft Mechanic III 38.08
23040 - Aircraft Mechanic Helper 28.47
23050 - Aircraft Painter 33.81
23060 - Aircraft Servicer 31.35
23070 - Aircraft Survival Flight Equipment Technician 33.81
23080 - Aircraft Worker 32.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.74
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 17.09
23125 - Cable Splicer 30.75
23130 - Carpenter Maintenance 22.88
23140 - Carpet Layer 24.62
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 31.98
23182 - Electronics Technician Maintenance II 33.17
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 24.92
23290 - Fire Alarm System Mechanic 25.64
23310 - Fire Extinguisher Repairer 23.79
23311 - Fuel Distribution System Mechanic 26.06
23312 - Fuel Distribution System Operator 22.23
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 35.74
23381 - Ground Support Equipment Servicer 31.35
23382 - Ground Support Equipment Worker 32.61
23391 - Gunsmith I 23.79
23392 - Gunsmith II 25.93
23393 - Gunsmith III 27.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 32.04
23430 - Heavy Equipment Mechanic 27.94
23440 - Heavy Equipment Operator 23.77
23460 - Instrument Mechanic 32.82
23465 - Laboratory/Shelter Mechanic 26.88
23470 - Laborer 14.98
23510 - Locksmith 23.72
23530 - Machinery Maintenance Mechanic 26.97
23550 - Machinist Maintenance 28.23
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 32.82
23592 - Metrology Technician II 33.98
23593 - Metrology Technician III 34.96
23640 - Millwright 30.74
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 21.91
23790 - Pipefitter Maintenance 28.92
23810 - Plumber Maintenance 27.88
23820 - Pneudraulic Systems Mechanic 27.88
23850 - Rigger 26.81
23870 - Scale Mechanic 25.93
23890 - Sheet-Metal Worker Maintenance 25.53
23910 - Small Engine Mechanic 21.13
23931 - Telecommunications Mechanic I 28.17

23932 - Telecommunications Mechanic II 31.26
23950 - Telephone Lineman 33.66
23960 - Welder Combination Maintenance 25.99
23965 - Well Driller 27.72
23970 - Woodcraft Worker 27.88
23980 - Woodworker 23.79
24000 - Personal Needs Occupations
24550 - Case Manager 17.42
24570 - Child Care Attendant 12.96
24580 - Child Care Center Clerk 16.16
24610 - Chore Aide 12.25
24620 - Family Readiness And Support Services Coordinator 17.42
24630 - Homemaker 17.96
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.78
25040 - Sewage Plant Operator 21.63
25070 - Stationary Engineer 29.78
25190 - Ventilation Equipment Tender 24.18
25210 - Water Treatment Plant Operator 21.63
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.89
27007 - Baggage Inspector 14.32
27008 - Corrections Officer 22.80
27010 - Court Security Officer 26.85
27030 - Detection Dog Handler 17.83
27040 - Detention Officer 22.80
27070 - Firefighter 30.96
27101 - Guard I 14.32
27102 - Guard II 17.83
27131 - Police Officer I 30.76
27132 - Police Officer II 34.17
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.02
28042 - Carnival Equipment Repairer 13.54
28043 - Carnival Worker 10.89
28210 - Gate Attendant/Gate Tender 14.89
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 16.66
28510 - Recreation Aide/Health Facility Attendant 12.16
28515 - Recreation Specialist 20.64
28630 - Sports Official 13.27
28690 - Swimming Pool Operator 15.87
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.71
29020 - Hatch Tender 28.71
29030 - Line Handler 28.71
29041 - Stevedore I 27.60
29042 - Stevedore II 29.77
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 23.38
30221 - Latent Fingerprint Technician I 27.85
30222 - Latent Fingerprint Technician II 30.76
30240 - Mathematical Technician 30.78
30361 - Paralegal/Legal Assistant I 21.32
30362 - Paralegal/Legal Assistant II 26.42
30363 - Paralegal/Legal Assistant III 32.31
30364 - Paralegal/Legal Assistant IV 39.10
30375 - Petroleum Supply Specialist 33.80
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 33.80
30461 - Technical Writer I 27.51
30462 - Technical Writer II 33.66
30463 - Technical Writer III 40.71
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 31.00
30502 - Weather Forecaster II 37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot (see 2) 34.51
31020 - Bus Aide 17.01
31030 - Bus Driver 22.59

31043 - Driver Courier	17.64
31260 - Parking and Lot Attendant	12.29
31290 - Shuttle Bus Driver	18.59
31310 - Taxi Driver	13.70
31361 - Truckdriver Light	18.59
31362 - Truckdriver Medium	19.58
31363 - Truckdriver Heavy	23.50
31364 - Truckdriver Tractor-Trailer	23.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.17
99050 - Desk Clerk	12.77
99095 - Embalmer	32.61
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	14.54
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.28
99310 - Mortician	32.61
99410 - Pest Controller	21.64
99510 - Photofinishing Worker	15.97
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	27.46
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.32
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	19.43
99842 - Vending Machine Repairer Helper	16.35

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4269
Revision No.: 14
Date Of Last Revision: 04/07/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Frederick Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		35.58
01035 - Court Reporter		26.42
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.30
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		22.02
01070 - Document Preparation Clerk		18.04
01090 - Duplicating Machine Operator		18.04
01111 - General Clerk I		15.92
01112 - General Clerk II		17.38

01113 - General Clerk III 19.52
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 19.79
01191 - Order Clerk I 16.61
01192 - Order Clerk II 18.12
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 18.61
01311 - Secretary I 18.61
01312 - Secretary II 20.81
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 35.58
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 16.94
01531 - Travel Clerk I 17.02
01532 - Travel Clerk II 18.55
01533 - Travel Clerk III 20.04
01611 - Word Processor I 18.62
01612 - Word Processor II 20.92
01613 - Word Processor III 23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.42
05010 - Automotive Electrician 25.03
05040 - Automotive Glass Installer 23.58
05070 - Automotive Worker 23.58
05110 - Mobile Equipment Servicer 20.28
05130 - Motor Equipment Metal Mechanic 26.36
05160 - Motor Equipment Metal Worker 23.58
05190 - Motor Vehicle Mechanic 26.36
05220 - Motor Vehicle Mechanic Helper 18.55
05250 - Motor Vehicle Upholstery Worker 22.01
05280 - Motor Vehicle Wrecker 23.58
05310 - Painter Automotive 25.03
05340 - Radiator Repair Specialist 23.58
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 26.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.74
07041 - Cook I 16.93
07042 - Cook II 19.68
07070 - Dishwasher 13.37
07130 - Food Service Worker 13.51
07210 - Meat Cutter 20.58
07260 - Waiter/Waitress 12.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.85

09040 - Furniture Handler 14.06
09080 - Furniture Refinisher 20.23
09090 - Furniture Refinisher Helper 15.52
09110 - Furniture Repairer Minor 17.94
09130 - Upholsterer 19.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.02
11060 - Elevator Operator 15.40
11090 - Gardener 21.24
11122 - Housekeeping Aide 15.40
11150 - Janitor 15.40
11210 - Laborer Grounds Maintenance 15.85
11240 - Maid or Houseman 14.58
11260 - Pruner 14.86
11270 - Tractor Operator 19.43
11330 - Trail Maintenance Worker 15.85
11360 - Window Cleaner 16.42
12000 - Health Occupations
12010 - Ambulance Driver 22.67
12011 - Breath Alcohol Technician 24.59
12012 - Certified Occupational Therapist Assistant 33.39
12015 - Certified Physical Therapist Assistant 28.52
12020 - Dental Assistant 23.78
12025 - Dental Hygienist 49.23
12030 - EKG Technician 34.67
12035 - Electroneurodiagnostic Technologist 34.67
12040 - Emergency Medical Technician 22.67
12071 - Licensed Practical Nurse I 21.98
12072 - Licensed Practical Nurse II 24.59
12073 - Licensed Practical Nurse III 27.41
12100 - Medical Assistant 18.95
12130 - Medical Laboratory Technician 29.55
12160 - Medical Record Clerk 22.00
12190 - Medical Record Technician 24.60
12195 - Medical Transcriptionist 20.72
12210 - Nuclear Medicine Technologist 42.47
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 24.41
12236 - Optical Technician 21.81
12250 - Pharmacy Technician 18.40
12280 - Phlebotomist 19.43
12305 - Radiologic Technologist 36.21
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)		30.46
12320 - Substance Abuse Treatment Counselor		27.59
13000 - Information And Arts Occupations		
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		15.24
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		18.45
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.84
13090 - Technical Order Library Clerk		19.12
13110 - Video Teleconference Technician		27.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		35.87
15000 - Instructional Occupations		
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		43.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		35.88
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.58
16030 - Counter Attendant 16.58
16040 - Dry Cleaner 18.94
16070 - Finisher Flatwork Machine 16.58
16090 - Presser Hand 16.58
16110 - Presser Machine Drycleaning 16.58
16130 - Presser Machine Shirts 16.58
16160 - Presser Machine Wearing Apparel Laundry 16.58
16190 - Sewing Machine Operator 19.73
16220 - Tailor 20.52
16250 - Washer Machine 17.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 35.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.95
21030 - Material Coordinator 26.81
21040 - Material Expediter 26.81
21050 - Material Handling Laborer 14.53
21071 - Order Filler 16.60
21080 - Production Line Worker (Food Processing) 20.95
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 15.79
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.95
21410 - Warehouse Specialist 20.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.71
23019 - Aircraft Logs and Records Technician 31.91
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 31.91
23070 - Aircraft Survival Flight Equipment Technician 36.70
23080 - Aircraft Worker 34.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.65
23110 - Appliance Mechanic 23.90

23120 - Bicycle Repairer	19.21
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	24.81
23140 - Carpet Layer	20.49
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	30.28
23182 - Electronics Technician Maintenance II	32.15
23183 - Electronics Technician Maintenance III	33.85
23260 - Fabric Worker	25.34
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	23.35
23311 - Fuel Distribution System Mechanic	35.56
23312 - Fuel Distribution System Operator	26.35
23370 - General Maintenance Worker	23.48
23380 - Ground Support Equipment Mechanic	38.65
23381 - Ground Support Equipment Servicer	31.91
23382 - Ground Support Equipment Worker	34.17
23391 - Gunsmith I	23.35
23392 - Gunsmith II	27.15
23393 - Gunsmith III	30.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430 - Heavy Equipment Mechanic	28.46
23440 - Heavy Equipment Operator	24.69
23460 - Instrument Mechanic	29.69
23465 - Laboratory/Shelter Mechanic	28.82
23470 - Laborer	14.98
23510 - Locksmith	29.15
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist Maintenance	26.42
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	29.69
23592 - Metrology Technician II	31.27
23593 - Metrology Technician III	32.80
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	28.84
23810 - Plumber Maintenance	27.39
23820 - Pneudraulic Systems Mechanic	30.35
23850 - Rigger	25.16
23870 - Scale Mechanic	27.15
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	35.40
23960 - Welder Combination Maintenance	25.07

23965 - Well Driller	25.57
23970 - Woodcraft Worker	30.35
23980 - Woodworker	23.35
24000 - Personal Needs Occupations	
24550 - Case Manager	19.92
24570 - Child Care Attendant	15.17
24580 - Child Care Center Clerk	18.91
24610 - Chore Aide	14.03
24620 - Family Readiness And Support Services Coordinator	19.92
24630 - Homemaker	19.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.53
25040 - Sewage Plant Operator	28.29
25070 - Stationary Engineer	35.53
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant Operator	28.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.42
27007 - Baggage Inspector	18.06
27008 - Corrections Officer	29.35
27010 - Court Security Officer	30.33
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	29.35
27070 - Firefighter	31.96
27101 - Guard I	18.06
27102 - Guard II	20.57
27131 - Police Officer I	32.66
27132 - Police Officer II	36.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.37
28042 - Carnival Equipment Repairer	16.80
28043 - Carnival Worker	11.76
28210 - Gate Attendant/Gate Tender	15.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.13
28510 - Recreation Aide/Health Facility Attendant	12.51
28515 - Recreation Specialist	21.22
28630 - Sports Official	13.64
28690 - Swimming Pool Operator	19.53
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

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		27.47
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.56
30240 - Mathematical Technician		31.83
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
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		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		32.01
30502 - Weather Forecaster II		38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.01
30621 - Weather Observer Senior	(see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		14.84
31030 - Bus Driver		21.58
31043 - Driver Courier		18.86
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		19.93

31310 - Taxi Driver	17.71
31361 - Truckdriver Light	20.62
31362 - Truckdriver Medium	22.39
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	12.54
99050 - Desk Clerk	14.61
99095 - Embalmer	31.73
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	35.57
99310 - Mortician	31.73
99410 - Pest Controller	21.89
99510 - Photofinishing Worker	18.46
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	13.71
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	30.97
99831 - Surveying Aide	19.25
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4270
Revision No.: 13
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Frederick Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.10
01012 - Accounting Clerk II		21.44
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		35.24
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		17.01
01043 - Customer Service Representative III		18.56
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.75

01090 - Duplicating Machine Operator 17.75
01111 - General Clerk I 15.11
01112 - General Clerk II 16.49
01113 - General Clerk III 18.74
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 18.38
01191 - Order Clerk I 16.61
01192 - Order Clerk II 18.12
01261 - Personnel Assistant (Employment) I 19.09
01262 - Personnel Assistant (Employment) II 21.36
01263 - Personnel Assistant (Employment) III 23.81
01270 - Production Control Clerk 26.18
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 18.36
01410 - Supply Technician 35.24
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 15.69
01531 - Travel Clerk I 17.00
01532 - Travel Clerk II 18.51
01533 - Travel Clerk III 20.01
01611 - Word Processor I 17.41
01612 - Word Processor II 19.55
01613 - Word Processor III 21.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 29.42
05010 - Automotive Electrician 24.58
05040 - Automotive Glass Installer 23.15
05070 - Automotive Worker 23.15
05110 - Mobile Equipment Servicer 19.91
05130 - Motor Equipment Metal Mechanic 25.88
05160 - Motor Equipment Metal Worker 23.15
05190 - Motor Vehicle Mechanic 25.88
05220 - Motor Vehicle Mechanic Helper 18.49
05250 - Motor Vehicle Upholstery Worker 21.63
05280 - Motor Vehicle Wrecker 23.15
05310 - Painter Automotive 24.58
05340 - Radiator Repair Specialist 23.15
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 25.88
07000 - Food Preparation And Service Occupations
07010 - Baker 14.36
07041 - Cook I 16.47
07042 - Cook II 19.15
07070 - Dishwasher 12.23
07130 - Food Service Worker 13.12
07210 - Meat Cutter 20.58

07260 - Waiter/Waitress	11.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	14.41
11090 - Gardener	20.42
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	15.24
11240 - Maid or Houseman	13.85
11260 - Pruner	13.80
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.24
11360 - Window Cleaner	15.91
12000 - Health Occupations	
12010 - Ambulance Driver	22.67
12011 - Breath Alcohol Technician	23.39
12012 - Certified Occupational Therapist Assistant	32.95
12015 - Certified Physical Therapist Assistant	28.52
12020 - Dental Assistant	22.82
12025 - Dental Hygienist	49.23
12030 - EKG Technician	33.14
12035 - Electroneurodiagnostic Technologist	33.14
12040 - Emergency Medical Technician	22.67
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	29.04
12160 - Medical Record Clerk	21.08
12190 - Medical Record Technician	23.60
12195 - Medical Transcriptionist	20.69
12210 - Nuclear Medicine Technologist	41.59
12221 - Nursing Assistant I	12.52
12222 - Nursing Assistant II	14.08
12223 - Nursing Assistant III	15.36
12224 - Nursing Assistant IV	17.24
12235 - Optical Dispenser	24.41
12236 - Optical Technician	21.81
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.35
12305 - Radiologic Technologist	35.25
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)		28.97
12320 - Substance Abuse Treatment Counselor		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.53
13013 - Exhibits Specialist III		34.90
13041 - Illustrator I		20.62
13042 - Illustrator II		25.55
13043 - Illustrator III		31.24
13047 - Librarian		41.25
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		37.26
13058 - Library Technician		24.07
13061 - Media Specialist I		25.31
13062 - Media Specialist II		28.32
13063 - Media Specialist III		31.55
13071 - Photographer I		18.32
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		25.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		35.84
15000 - Instructional Occupations		
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		40.88

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 34.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.06
15086 - Maintenance Test Pilot Rotary Wing 49.06
15088 - Non-Maintenance Test/Co-Pilot 49.06
15090 - Technical Instructor 30.12
15095 - Technical Instructor/Course Developer 36.85
15110 - Test Proctor 24.32
15120 - Tutor 24.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
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 18.55
16220 - Tailor 19.63
16250 - Washer Machine 16.32
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 33.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.25
21030 - Material Coordinator 26.18
21040 - Material Expediter 26.18
21050 - Material Handling Laborer 13.87
21071 - Order Filler 16.60
21080 - Production Line Worker (Food Processing) 20.25
21110 - Shipping Packer 17.61
21130 - Shipping/Receiving Clerk 17.61
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 20.25
21410 - Warehouse Specialist 20.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.04
23019 - Aircraft Logs and Records Technician 29.01
23021 - Aircraft Mechanic I 37.06
23022 - Aircraft Mechanic II 39.04
23023 - Aircraft Mechanic III 40.93
23040 - Aircraft Mechanic Helper 25.67
23050 - Aircraft Painter 35.20
23060 - Aircraft Servicer 29.01
23070 - Aircraft Survival Flight Equipment Technician 35.20
23080 - Aircraft Worker 31.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.06

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.06
23110 - Appliance Mechanic 23.90
23120 - Bicycle Repairer 19.21
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 24.67
23140 - Carpet Layer 20.49
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 30.26
23182 - Electronics Technician Maintenance II 32.13
23183 - Electronics Technician Maintenance III 33.83
23260 - Fabric Worker 24.29
23290 - Fire Alarm System Mechanic 27.72
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 32.33
23312 - Fuel Distribution System Operator 23.95
23370 - General Maintenance Worker 22.64
23380 - Ground Support Equipment Mechanic 37.06
23381 - Ground Support Equipment Servicer 29.01
23382 - Ground Support Equipment Worker 31.06
23391 - Gunsmith I 22.38
23392 - Gunsmith II 26.02
23393 - Gunsmith III 29.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.50
23430 - Heavy Equipment Mechanic 27.60
23440 - Heavy Equipment Operator 24.05
23460 - Instrument Mechanic 26.99
23465 - Laboratory/Shelter Mechanic 27.63
23470 - Laborer 14.98
23510 - Locksmith 26.50
23530 - Machinery Maintenance Mechanic 29.39
23550 - Machinist Maintenance 24.02
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.99
23592 - Metrology Technician II 28.43
23593 - Metrology Technician III 29.82
23640 - Millwright 28.19
23710 - Office Appliance Repairer 22.96
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 27.04
23820 - Pneudraulic Systems Mechanic 29.09
23850 - Rigger 25.16
23870 - Scale Mechanic 26.02
23890 - Sheet-Metal Worker Maintenance 26.70
23910 - Small Engine Mechanic 24.79
23931 - Telecommunications Mechanic I 33.90

23932 - Telecommunications Mechanic II	35.70
23950 - Telephone Lineman	34.02
23960 - Welder Combination Maintenance	23.30
23965 - Well Driller	25.20
23970 - Woodcraft Worker	29.09
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	18.99
24570 - Child Care Attendant	14.16
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	12.75
24620 - Family Readiness And Support Services Coordinator	18.99
24630 - Homemaker	18.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.96
25040 - Sewage Plant Operator	26.77
25070 - Stationary Engineer	32.96
25190 - Ventilation Equipment Tender	23.20
25210 - Water Treatment Plant Operator	26.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.12
27007 - Baggage Inspector	17.28
27008 - Corrections Officer	28.24
27010 - Court Security Officer	29.37
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	28.24
27070 - Firefighter	30.87
27101 - Guard I	17.28
27102 - Guard II	20.57
27131 - Police Officer I	31.63
27132 - Police Officer II	35.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.62
28042 - Carnival Equipment Repairer	15.98
28043 - Carnival Worker	10.80
28210 - Gate Attendant/Gate Tender	13.92
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.57
28510 - Recreation Aide/Health Facility Attendant	11.37
28515 - Recreation Specialist	19.29
28630 - Sports Official	12.40
28690 - Swimming Pool Operator	18.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.54
29020 - Hatch Tender	33.54
29030 - Line Handler	33.54
29041 - Stevedore I	31.31
29042 - Stevedore II	35.62
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 29.89
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 25.72
30221 - Latent Fingerprint Technician I 34.57
30222 - Latent Fingerprint Technician II 38.18
30240 - Mathematical Technician 28.94
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
30375 - Petroleum Supply Specialist 35.36
30390 - Photo-Optics Technician 28.90
30395 - Radiation Control Technician 35.36
30461 - Technical Writer I 27.62
30462 - Technical Writer II 33.80
30463 - Technical Writer III 40.88
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 32.01
30502 - Weather Forecaster II 38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.01
30621 - Weather Observer Senior (see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.84
31030 - Bus Driver 21.58

31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	18.75
31310 - Taxi Driver	16.10
31361 - Truckdriver Light	18.75
31362 - Truckdriver Medium	20.35
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.90
99050 - Desk Clerk	14.00
99095 - Embalmer	31.73
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	14.02
99252 - Laboratory Animal Caretaker II	15.32
99260 - Marketing Analyst	35.17
99310 - Mortician	31.73
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	17.83
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	15.12
99830 - Survey Party Chief	28.46
99831 - Surveying Aide	17.69
99832 - Surveying Technician	27.06
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4271
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Delaware Maryland

Area: Delaware County of Sussex

Maryland Counties of Somerset Wicomico Worcester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		27.12
01035 - Court Reporter		19.31
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		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	12.71
01112 - General Clerk II	13.87
01113 - General Clerk III	15.57
01120 - Housing Referral Assistant	21.43
01141 - Messenger Courier	14.22
01191 - Order Clerk I	13.85
01192 - Order Clerk II	15.11
01261 - Personnel Assistant (Employment) I	16.12
01262 - Personnel Assistant (Employment) II	18.04
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	20.88
01290 - Rental Clerk	14.64
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	27.12
01420 - Survey Worker	15.54
01460 - Switchboard Operator/Receptionist	12.87
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	15.74
01533 - Travel Clerk III	16.68
01611 - Word Processor I	15.31
01612 - Word Processor II	17.19
01613 - Word Processor III	19.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.81
05010 - Automotive Electrician	18.49
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	17.51
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	19.62
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	19.62
05220 - Motor Vehicle Mechanic Helper	14.42
05250 - Motor Vehicle Upholstery Worker	16.69
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.49
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	13.41
05400 - Transmission Repair Specialist	19.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	14.87
07042 - Cook II	16.70
07070 - Dishwasher	10.75
07130 - Food Service Worker	11.47
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	10.34

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	14.10
09110 - Furniture Repairer Minor	16.26
09130 - Upholsterer	20.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.53
11060 - Elevator Operator	12.61
11090 - Gardener	17.92
11122 - Housekeeping Aide	12.61
11150 - Janitor	12.61
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	11.11
11260 - Pruner	12.51
11270 - Tractor Operator	16.52
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.92
12011 - Breath Alcohol Technician	21.20
12012 - Certified Occupational Therapist Assistant	30.22
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	17.92
12071 - Licensed Practical Nurse I	18.94
12072 - Licensed Practical Nurse II	21.20
12073 - Licensed Practical Nurse III	23.63
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	25.10
12160 - Medical Record Clerk	17.85
12190 - Medical Record Technician	19.98
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.98
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	18.12
12236 - Optical Technician	18.94
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	28.73
12311 - Registered Nurse I	22.84
12312 - Registered Nurse II	27.95
12313 - Registered Nurse II Specialist	27.95

12314 - Registered Nurse III		33.81
12315 - Registered Nurse III Anesthetist		33.81
12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		26.25
12320 - Substance Abuse Treatment Counselor		22.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.45
13012 - Exhibits Specialist II		27.80
13013 - Exhibits Specialist III		34.01
13041 - Illustrator I		22.45
13042 - Illustrator II		27.80
13043 - Illustrator III		34.01
13047 - Librarian		30.80
13050 - Library Aide/Clerk		11.68
13054 - Library Information Technology Systems Administrator		27.80
13058 - Library Technician		15.75
13061 - Media Specialist I		20.06
13062 - Media Specialist II		22.45
13063 - Media Specialist III		25.02
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		15.74
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.05
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		22.11
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.50
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.05
14160 - Personal Computer Support Technician		22.11
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.71
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		28.71
15060 - Educational Technologist		34.20
15070 - Flight Instructor (Pilot)		41.65

15080 - Graphic Artist 21.18
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.69
15086 - Maintenance Test Pilot Rotary Wing 43.69
15088 - Non-Maintenance Test/Co-Pilot 43.69
15090 - Technical Instructor 26.50
15095 - Technical Instructor/Course Developer 32.42
15110 - Test Proctor 21.40
15120 - Tutor 21.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.31
16220 - Tailor 14.88
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.86
19040 - Tool And Die Maker 27.29
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.07
21030 - Material Coordinator 20.88
21040 - Material Expediter 20.88
21050 - Material Handling Laborer 13.03
21071 - Order Filler 13.00
21080 - Production Line Worker (Food Processing) 17.07
21110 - Shipping Packer 14.91
21130 - Shipping/Receiving Clerk 14.91
21140 - Store Worker I 14.48
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 17.07
21410 - Warehouse Specialist 17.07
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.71
23019 - Aircraft Logs and Records Technician 24.12
23021 - Aircraft Mechanic I 28.36
23022 - Aircraft Mechanic II 29.71
23023 - Aircraft Mechanic III 30.82
23040 - Aircraft Mechanic Helper 20.86
23050 - Aircraft Painter 26.73
23060 - Aircraft Servicer 24.12
23070 - Aircraft Survival Flight Equipment Technician 26.73
23080 - Aircraft Worker 25.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.36

II
23110 - Appliance Mechanic 19.84
23120 - Bicycle Repairer 17.81
23125 - Cable Splicer 37.10
23130 - Carpenter Maintenance 19.41
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 22.81
23181 - Electronics Technician Maintenance I 22.08
23182 - Electronics Technician Maintenance II 23.75
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 20.63
23290 - Fire Alarm System Mechanic 21.52
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.25
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 28.36
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.30
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.64
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.31
23430 - Heavy Equipment Mechanic 23.39
23440 - Heavy Equipment Operator 19.34
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 22.86
23470 - Laborer 13.03
23510 - Locksmith 22.86
23530 - Machinery Maintenance Mechanic 21.20
23550 - Machinist Maintenance 21.56
23580 - Maintenance Trades Helper 13.41
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.40
23593 - Metrology Technician III 26.35
23640 - Millwright 24.20
23710 - Office Appliance Repairer 21.69
23760 - Painter Maintenance 16.62
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.33
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 24.25
23870 - Scale Mechanic 21.64
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	36.43
23960 - Welder Combination Maintenance	19.90
23965 - Well Driller	22.41
23970 - Woodcraft Worker	24.25
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	
24550 - Case Manager	14.59
24570 - Child Care Attendant	10.97
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	14.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	20.51
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	17.96
25210 - Water Treatment Plant Operator	20.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.53
27007 - Baggage Inspector	13.70
27008 - Corrections Officer	22.60
27010 - Court Security Officer	21.72
27030 - Detection Dog Handler	15.33
27040 - Detention Officer	22.60
27070 - Firefighter	20.84
27101 - Guard I	13.70
27102 - Guard II	15.33
27131 - Police Officer I	25.02
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.34
28042 - Carnival Equipment Repairer	14.28
28043 - Carnival Worker	10.47
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	13.18
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.03
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22
28690 - Swimming Pool Operator	16.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.79
29020 - Hatch Tender	22.79
29030 - Line Handler	22.79
29041 - Stevedore I	21.68
29042 - Stevedore II	24.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.31
30022 - Archeological Technician II 19.37
30023 - Archeological Technician III 23.99
30030 - Cartographic Technician 23.99
30040 - Civil Engineering Technician 24.28
30051 - Cryogenic Technician I 26.57
30052 - Cryogenic Technician II 29.34
30061 - Drafter/CAD Operator I 17.31
30062 - Drafter/CAD Operator II 19.37
30063 - Drafter/CAD Operator III 21.58
30064 - Drafter/CAD Operator IV 26.57
30081 - Engineering Technician I 14.92
30082 - Engineering Technician II 16.75
30083 - Engineering Technician III 18.74
30084 - Engineering Technician IV 23.20
30085 - Engineering Technician V 28.39
30086 - Engineering Technician VI 34.34
30090 - Environmental Technician 23.83
30095 - Evidence Control Specialist 23.99
30210 - Laboratory Technician 21.58
30221 - Latent Fingerprint Technician I 26.57
30222 - Latent Fingerprint Technician II 29.34
30240 - Mathematical Technician 23.99
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 29.34
30390 - Photo-Optics Technician 23.99
30395 - Radiation Control Technician 29.34
30461 - Technical Writer I 23.99
30462 - Technical Writer II 29.34
30463 - Technical Writer III 35.50
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.57
30502 - Weather Forecaster II 32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.58
30621 - Weather Observer Senior (see 2) 23.99
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.00
31030 - Bus Driver 15.03
31043 - Driver Courier 13.43

31260 - Parking and Lot Attendant	11.71
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	13.52
31361 - Truckdriver Light	14.56
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.08
99050 - Desk Clerk	12.45
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	27.47
99310 - Mortician	30.90
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.71
99711 - Recycling Specialist	18.78
99730 - Refuse Collector	14.26
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	23.55
99831 - Surveying Aide	15.42
99832 - Surveying Technician	21.13
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.78
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4272
Revision No.: 13
Date Of Last Revision: 08/28/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Delaware Maryland

Area: Delaware County of Sussex

Maryland Counties of Somerset Wicomico Worcester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		27.12
01035 - Court Reporter		19.31
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.85
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		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 12.71
01112 - General Clerk II 13.87
01113 - General Clerk III 15.57
01120 - Housing Referral Assistant 21.43
01141 - Messenger Courier 14.22
01191 - Order Clerk I 13.85
01192 - Order Clerk II 15.11
01261 - Personnel Assistant (Employment) I 16.12
01262 - Personnel Assistant (Employment) II 18.04
01263 - Personnel Assistant (Employment) III 20.11
01270 - Production Control Clerk 20.88
01290 - Rental Clerk 14.64
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 27.12
01420 - Survey Worker 15.54
01460 - Switchboard Operator/Receptionist 12.87
01531 - Travel Clerk I 15.10
01532 - Travel Clerk II 15.74
01533 - Travel Clerk III 16.68
01611 - Word Processor I 15.31
01612 - Word Processor II 17.19
01613 - Word Processor III 19.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.81
05010 - Automotive Electrician 18.49
05040 - Automotive Glass Installer 17.51
05070 - Automotive Worker 17.51
05110 - Mobile Equipment Servicer 15.63
05130 - Motor Equipment Metal Mechanic 19.62
05160 - Motor Equipment Metal Worker 17.51
05190 - Motor Vehicle Mechanic 19.62
05220 - Motor Vehicle Mechanic Helper 14.42
05250 - Motor Vehicle Upholstery Worker 16.69
05280 - Motor Vehicle Wrecker 17.51
05310 - Painter Automotive 18.49
05340 - Radiator Repair Specialist 17.51
05370 - Tire Repairer 13.41
05400 - Transmission Repair Specialist 19.62
07000 - Food Preparation And Service Occupations
07010 - Baker 11.90
07041 - Cook I 14.87
07042 - Cook II 16.70
07070 - Dishwasher 10.75

07130 - Food Service Worker	11.47
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	10.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	14.10
09110 - Furniture Repairer Minor	16.26
09130 - Upholsterer	20.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.53
11060 - Elevator Operator	12.61
11090 - Gardener	17.92
11122 - Housekeeping Aide	12.61
11150 - Janitor	12.61
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	11.11
11260 - Pruner	12.51
11270 - Tractor Operator	16.52
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.92
12011 - Breath Alcohol Technician	21.20
12012 - Certified Occupational Therapist Assistant	30.22
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	17.92
12071 - Licensed Practical Nurse I	18.94
12072 - Licensed Practical Nurse II	21.20
12073 - Licensed Practical Nurse III	23.63
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	25.10
12160 - Medical Record Clerk	17.85
12190 - Medical Record Technician	19.98
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.98
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	18.12
12236 - Optical Technician	18.94
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	28.73

12311 - Registered Nurse I		22.84
12312 - Registered Nurse II		27.95
12313 - Registered Nurse II Specialist		27.95
12314 - Registered Nurse III		33.81
12315 - Registered Nurse III Anesthetist		33.81
12316 - Registered Nurse IV		40.52
12317 - Scheduler (Drug and Alcohol Testing)		26.25
12320 - Substance Abuse Treatment Counselor		22.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.45
13012 - Exhibits Specialist II		27.80
13013 - Exhibits Specialist III		34.01
13041 - Illustrator I		22.45
13042 - Illustrator II		27.80
13043 - Illustrator III		34.01
13047 - Librarian		30.80
13050 - Library Aide/Clerk		11.68
13054 - Library Information Technology Systems Administrator		27.80
13058 - Library Technician		15.75
13061 - Media Specialist I		20.06
13062 - Media Specialist II		22.45
13063 - Media Specialist III		25.02
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		15.74
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.05
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		22.11
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.50
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.05
14160 - Personal Computer Support Technician		22.11
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.71
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65

15050 - Computer Based Training Specialist / Instructor	28.71
15060 - Educational Technologist	34.20
15070 - Flight Instructor (Pilot)	41.65
15080 - Graphic Artist	21.18
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.69
15086 - Maintenance Test Pilot Rotary Wing	43.69
15088 - Non-Maintenance Test/Co-Pilot	43.69
15090 - Technical Instructor	26.50
15095 - Technical Instructor/Course Developer	32.42
15110 - Test Proctor	21.40
15120 - Tutor	21.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.86
19040 - Tool And Die Maker	27.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.07
21030 - Material Coordinator	20.88
21040 - Material Expediter	20.88
21050 - Material Handling Laborer	13.03
21071 - Order Filler	13.00
21080 - Production Line Worker (Food Processing)	17.07
21110 - Shipping Packer	14.91
21130 - Shipping/Receiving Clerk	14.91
21140 - Store Worker I	14.48
21150 - Stock Clerk	19.46
21210 - Tools And Parts Attendant	17.07
21410 - Warehouse Specialist	17.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.71
23019 - Aircraft Logs and Records Technician	24.12
23021 - Aircraft Mechanic I	28.36
23022 - Aircraft Mechanic II	29.71
23023 - Aircraft Mechanic III	30.82
23040 - Aircraft Mechanic Helper	20.86
23050 - Aircraft Painter	26.73
23060 - Aircraft Servicer	24.12
23070 - Aircraft Survival Flight Equipment Technician	26.73
23080 - Aircraft Worker	25.30

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.36
23110 - Appliance Mechanic 19.84
23120 - Bicycle Repairer 17.81
23125 - Cable Splicer 37.10
23130 - Carpenter Maintenance 19.41
23140 - Carpet Layer 21.52
23160 - Electrician Maintenance 22.81
23181 - Electronics Technician Maintenance I 22.08
23182 - Electronics Technician Maintenance II 23.75
23183 - Electronics Technician Maintenance III 25.61
23260 - Fabric Worker 20.63
23290 - Fire Alarm System Mechanic 21.52
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.25
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 17.48
23380 - Ground Support Equipment Mechanic 28.36
23381 - Ground Support Equipment Servicer 24.12
23382 - Ground Support Equipment Worker 25.30
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.64
23393 - Gunsmith III 24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.31
23430 - Heavy Equipment Mechanic 23.39
23440 - Heavy Equipment Operator 19.34
23460 - Instrument Mechanic 24.25
23465 - Laboratory/Shelter Mechanic 22.86
23470 - Laborer 13.03
23510 - Locksmith 22.86
23530 - Machinery Maintenance Mechanic 21.20
23550 - Machinist Maintenance 21.56
23580 - Maintenance Trades Helper 13.41
23591 - Metrology Technician I 24.25
23592 - Metrology Technician II 25.40
23593 - Metrology Technician III 26.35
23640 - Millwright 24.20
23710 - Office Appliance Repairer 21.69
23760 - Painter Maintenance 16.62
23790 - Pipefitter Maintenance 25.81
23810 - Plumber Maintenance 24.33
23820 - Pneudraulic Systems Mechanic 24.25
23850 - Rigger 24.25
23870 - Scale Mechanic 21.64
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 36.43
23960 - Welder Combination Maintenance 19.90
23965 - Well Driller 22.41
23970 - Woodcraft Worker 24.25
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 14.59
24570 - Child Care Attendant 10.97
24580 - Child Care Center Clerk 13.20
24610 - Chore Aide 11.47
24620 - Family Readiness And Support Services Coordinator 14.59
24630 - Homemaker 14.59
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.31
25040 - Sewage Plant Operator 20.51
25070 - Stationary Engineer 25.31
25190 - Ventilation Equipment Tender 17.96
25210 - Water Treatment Plant Operator 20.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.53
27007 - Baggage Inspector 13.70
27008 - Corrections Officer 22.60
27010 - Court Security Officer 21.72
27030 - Detection Dog Handler 15.33
27040 - Detention Officer 22.60
27070 - Firefighter 20.84
27101 - Guard I 13.70
27102 - Guard II 15.33
27131 - Police Officer I 25.02
27132 - Police Officer II 27.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.34
28042 - Carnival Equipment Repairer 14.28
28043 - Carnival Worker 10.47
28210 - Gate Attendant/Gate Tender 15.96
28310 - Lifeguard 13.18
28350 - Park Attendant (Aide) 17.86
28510 - Recreation Aide/Health Facility Attendant 13.03
28515 - Recreation Specialist 22.12
28630 - Sports Official 14.22
28690 - Swimming Pool Operator 16.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.79
29020 - Hatch Tender 22.79
29030 - Line Handler 22.79
29041 - Stevedore I 21.68

29042 - Stevedore II		24.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		17.31
30022 - Archeological Technician II		19.37
30023 - Archeological Technician III		23.99
30030 - Cartographic Technician		23.99
30040 - Civil Engineering Technician		24.28
30051 - Cryogenic Technician I		26.57
30052 - Cryogenic Technician II		29.34
30061 - Drafter/CAD Operator I		17.31
30062 - Drafter/CAD Operator II		19.37
30063 - Drafter/CAD Operator III		21.58
30064 - Drafter/CAD Operator IV		26.57
30081 - Engineering Technician I		14.92
30082 - Engineering Technician II		16.75
30083 - Engineering Technician III		18.74
30084 - Engineering Technician IV		23.20
30085 - Engineering Technician V		28.39
30086 - Engineering Technician VI		34.34
30090 - Environmental Technician		23.83
30095 - Evidence Control Specialist		23.99
30210 - Laboratory Technician		21.58
30221 - Latent Fingerprint Technician I		26.57
30222 - Latent Fingerprint Technician II		29.34
30240 - Mathematical Technician		23.99
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		29.34
30390 - Photo-Optics Technician		23.99
30395 - Radiation Control Technician		29.34
30461 - Technical Writer I		23.99
30462 - Technical Writer II		29.34
30463 - Technical Writer III		35.50
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.57
30502 - Weather Forecaster II		32.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.58
30621 - Weather Observer Senior	(see 2)	23.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67

31020 - Bus Aide	11.00
31030 - Bus Driver	15.03
31043 - Driver Courier	13.43
31260 - Parking and Lot Attendant	11.71
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	13.52
31361 - Truckdriver Light	14.56
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.08
99050 - Desk Clerk	12.45
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	27.47
99310 - Mortician	30.90
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.71
99711 - Recycling Specialist	18.78
99730 - Refuse Collector	14.26
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	23.55
99831 - Surveying Aide	15.42
99832 - Surveying Technician	21.13
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.78
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4275
Revision No.: 14
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Caroline Dorchester Kent Talbot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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		14.06
01042 - Customer Service Representative II		15.35
01043 - Customer Service Representative III		17.24
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		14.71
01112 - General Clerk II		16.05

01113 - General Clerk III 18.02
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 13.00
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 13.34
01532 - Travel Clerk II 14.40
01533 - Travel Clerk III 15.42
01611 - Word Processor I 15.94
01612 - Word Processor II 19.02
01613 - Word Processor III 21.84
05000 - Automotive Service Occupations
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.65
07041 - Cook I 14.08
07042 - Cook II 15.60
07070 - Dishwasher 11.70
07130 - Food Service Worker 12.00
07210 - Meat Cutter 19.04
07260 - Waiter/Waitress 11.21
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.81
11060 - Elevator Operator 12.81
11090 - Gardener 18.92
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer Grounds Maintenance 15.33
11240 - Maid or Houseman 12.03
11260 - Pruner 14.19
11270 - Tractor Operator 17.72
11330 - Trail Maintenance Worker 15.33
11360 - Window Cleaner 13.70
12000 - Health Occupations
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 16.19
12130 - Medical Laboratory Technician 28.14
12160 - Medical Record Clerk 18.12
12190 - Medical Record Technician 27.83
12195 - Medical Transcriptionist 20.68
12210 - Nuclear Medicine Technologist 50.61
12221 - Nursing Assistant I 13.03
12222 - Nursing Assistant II 14.64
12223 - Nursing Assistant III 15.98
12224 - Nursing Assistant IV 17.95
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
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.66
13012 - Exhibits Specialist II		26.74
13013 - Exhibits Specialist III		31.85
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		18.71
13062 - Media Specialist II		20.93
13063 - Media Specialist III		23.32
13071 - Photographer I		18.71
13072 - Photographer II		20.93
13073 - Photographer III		25.92
13074 - Photographer IV		31.71
13075 - Photographer V		38.38
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.35
14042 - Computer Operator II		22.77
14043 - Computer Operator III		25.37
14044 - Computer Operator IV		28.20
14045 - Computer Operator V		31.23
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.35
14160 - Personal Computer Support Technician		28.20
14170 - System Support Specialist		33.17
15000 - Instructional Occupations		
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		31.11
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.68
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.29
16220 - Tailor 15.90
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.69
19040 - Tool And Die Maker 29.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.50
21040 - Material Expediter 24.50
21050 - Material Handling Laborer 13.47
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.65
21130 - Shipping/Receiving Clerk 16.65
21140 - Store Worker I 15.63
21150 - Stock Clerk 19.81
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.17
23019 - Aircraft Logs and Records Technician 22.76
23021 - Aircraft Mechanic I 26.03
23022 - Aircraft Mechanic II 27.17
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.86
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 22.76
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.03
23110 - Appliance Mechanic 24.59

23120 - Bicycle Repairer	21.10
23125 - Cable Splicer	38.87
23130 - Carpenter Maintenance	24.40
23140 - Carpet Layer	23.47
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	22.43
23290 - Fire Alarm System Mechanic	26.03
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	26.03
23381 - Ground Support Equipment Servicer	22.76
23382 - Ground Support Equipment Worker	23.47
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.77
23393 - Gunsmith III	26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	24.33
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	26.03
23465 - Laboratory/Shelter Mechanic	24.69
23470 - Laborer	15.44
23510 - Locksmith	24.69
23530 - Machinery Maintenance Mechanic	24.32
23550 - Machinist Maintenance	25.71
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.03
23592 - Metrology Technician II	27.17
23593 - Metrology Technician III	28.18
23640 - Millwright	26.03
23710 - Office Appliance Repairer	24.69
23760 - Painter Maintenance	21.97
23790 - Pipefitter Maintenance	30.24
23810 - Plumber Maintenance	26.77
23820 - Pneudraulic Systems Mechanic	26.03
23850 - Rigger	26.03
23870 - Scale Mechanic	23.77
23890 - Sheet-Metal Worker Maintenance	26.51
23910 - Small Engine Mechanic	23.47
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.95
23950 - Telephone Lineman	35.52
23960 - Welder Combination Maintenance	21.70

23965 - Well Driller		25.41
23970 - Woodcraft Worker		26.03
23980 - Woodworker		21.18
24000 - Personal Needs Occupations		
24550 - Case Manager		15.93
24570 - Child Care Attendant		13.15
24580 - Child Care Center Clerk		16.40
24610 - Chore Aide		13.25
24620 - Family Readiness And Support Services Coordinator		15.93
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.03
25040 - Sewage Plant Operator		22.82
25070 - Stationary Engineer		26.03
25190 - Ventilation Equipment Tender		19.83
25210 - Water Treatment Plant Operator		22.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.30
27007 - Baggage Inspector		14.51
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		14.51
27102 - Guard II		19.14
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.81
28042 - Carnival Equipment Repairer		14.75
28043 - Carnival Worker		11.07
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
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.43

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		25.74
30051 - Cryogenic Technician I		26.24
30052 - Cryogenic Technician II		28.97
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		27.25
30095 - Evidence Control Specialist		23.68
30210 - Laboratory Technician		25.35
30221 - Latent Fingerprint Technician I		26.24
30222 - Latent Fingerprint Technician II		28.97
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		22.35
30362 - Paralegal/Legal Assistant II		27.69
30363 - Paralegal/Legal Assistant III		33.87
30364 - Paralegal/Legal Assistant IV		40.98
30375 - Petroleum Supply Specialist		28.97
30390 - Photo-Optics Technician		28.27
30395 - Radiation Control Technician		28.97
30461 - Technical Writer I		23.94
30462 - Technical Writer II		29.28
30463 - Technical Writer III		35.42
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		31.30
30502 - Weather Forecaster II		38.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.43
30621 - Weather Observer Senior	(see 2)	28.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
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
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.80
99050 - Desk Clerk	12.69
99095 - Embalmer	33.98
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	12.40
99252 - Laboratory Animal Caretaker II	13.24
99260 - Marketing Analyst	31.58
99310 - Mortician	33.98
99410 - Pest Controller	24.06
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.68
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	21.28
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	21.28

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4276
Revision No.: 13
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland Counties of Caroline Dorchester Kent Talbot

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		19.88
01020 - Administrative Assistant		30.57
01035 - Court Reporter		21.74
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		15.35
01043 - Customer Service Representative III		16.75
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher Motor Vehicle		21.45
01070 - Document Preparation Clerk		15.87

01090 - Duplicating Machine Operator 15.87
01111 - General Clerk I 14.71
01112 - General Clerk II 16.05
01113 - General Clerk III 18.02
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.94
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.87
01261 - Personnel Assistant (Employment) I 17.18
01262 - Personnel Assistant (Employment) II 19.22
01263 - Personnel Assistant (Employment) III 21.42
01270 - Production Control Clerk 24.50
01290 - Rental Clerk 18.04
01300 - Scheduler Maintenance 19.12
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 19.17
01410 - Supply Technician 30.57
01420 - Survey Worker 18.10
01460 - Switchboard Operator/Receptionist 14.72
01531 - Travel Clerk I 13.22
01532 - Travel Clerk II 14.16
01533 - Travel Clerk III 15.16
01611 - Word Processor I 15.91
01612 - Word Processor II 19.02
01613 - Word Processor III 21.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.35
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
07000 - Food Preparation And Service Occupations
07010 - Baker 15.65
07041 - Cook I 13.84
07042 - Cook II 15.22
07070 - Dishwasher 10.89
07130 - Food Service Worker 11.76
07210 - Meat Cutter 19.04

07260 - Waiter/Waitress	11.11
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	12.81
11090 - Gardener	18.91
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer Grounds Maintenance	15.33
11240 - Maid or Houseman	11.83
11260 - Pruner	14.19
11270 - Tractor Operator	17.71
11330 - Trail Maintenance Worker	15.33
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	21.15
12011 - Breath Alcohol Technician	22.90
12012 - Certified Occupational Therapist Assistant	31.42
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	21.15
12071 - Licensed Practical Nurse I	20.68
12072 - Licensed Practical Nurse II	23.14
12073 - Licensed Practical Nurse III	25.79
12100 - Medical Assistant	16.19
12130 - Medical Laboratory Technician	28.14
12160 - Medical Record Clerk	16.47
12190 - Medical Record Technician	27.83
12195 - Medical Transcriptionist	20.68
12210 - Nuclear Medicine Technologist	50.32
12221 - Nursing Assistant I	12.58
12222 - Nursing Assistant II	14.15
12223 - Nursing Assistant III	15.44
12224 - Nursing Assistant IV	17.32
12235 - Optical Dispenser	23.14
12236 - Optical Technician	20.68
12250 - Pharmacy Technician	15.70
12280 - Phlebotomist	20.47
12305 - Radiologic Technologist	34.70
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)		28.67
12320 - Substance Abuse Treatment Counselor		22.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.66
13012 - Exhibits Specialist II		26.74
13013 - Exhibits Specialist III		31.85
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		18.36
13062 - Media Specialist II		20.56
13063 - Media Specialist III		22.88
13071 - Photographer I		17.96
13072 - Photographer II		20.21
13073 - Photographer III		25.04
13074 - Photographer IV		30.62
13075 - Photographer V		37.06
13090 - Technical Order Library Clerk		17.38
13110 - Video Teleconference Technician		21.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		33.17
15000 - Instructional Occupations		
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		31.11

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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 14.31
16220 - Tailor 14.88
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.69
19040 - Tool And Die Maker 29.16
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 24.50
21040 - Material Expediter 24.50
21050 - Material Handling Laborer 13.47
21071 - Order Filler 15.10
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.51
21130 - Shipping/Receiving Clerk 16.51
21140 - Store Worker I 15.53
21150 - Stock Clerk 19.67
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.17
23019 - Aircraft Logs and Records Technician 22.76
23021 - Aircraft Mechanic I 26.03
23022 - Aircraft Mechanic II 27.17
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.86
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 22.76
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.03
23110 - Appliance Mechanic 23.11
23120 - Bicycle Repairer 20.82
23125 - Cable Splicer 37.71
23130 - Carpenter Maintenance 24.40
23140 - Carpet Layer 23.47
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 22.43
23290 - Fire Alarm System Mechanic 26.03
23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 26.03
23381 - Ground Support Equipment Servicer 22.76
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.77
23393 - Gunsmith III 26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.15
23430 - Heavy Equipment Mechanic 24.33
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 26.03
23465 - Laboratory/Shelter Mechanic 24.69
23470 - Laborer 15.44
23510 - Locksmith 24.69
23530 - Machinery Maintenance Mechanic 24.32
23550 - Machinist Maintenance 25.71
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 26.03
23592 - Metrology Technician II 27.17
23593 - Metrology Technician III 28.18
23640 - Millwright 26.03
23710 - Office Appliance Repairer 24.69
23760 - Painter Maintenance 21.97
23790 - Pipefitter Maintenance 30.24
23810 - Plumber Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 26.03
23850 - Rigger 26.03
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker Maintenance 26.51
23910 - Small Engine Mechanic 23.47
23931 - Telecommunications Mechanic I 26.78

23932 - Telecommunications Mechanic II 27.95
23950 - Telephone Lineman 33.77
23960 - Welder Combination Maintenance 21.70
23965 - Well Driller 25.41
23970 - Woodcraft Worker 26.03
23980 - Woodworker 21.18
24000 - Personal Needs Occupations
24550 - Case Manager 15.63
24570 - Child Care Attendant 13.15
24580 - Child Care Center Clerk 16.40
24610 - Chore Aide 12.57
24620 - Family Readiness And Support Services Coordinator 15.63
24630 - Homemaker 16.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.03
25040 - Sewage Plant Operator 22.82
25070 - Stationary Engineer 26.03
25190 - Ventilation Equipment Tender 19.83
25210 - Water Treatment Plant Operator 22.82
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.30
27007 - Baggage Inspector 14.51
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 14.51
27102 - Guard II 19.14
27131 - Police Officer I 28.28
27132 - Police Officer II 31.43
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.81
28042 - Carnival Equipment Repairer 14.75
28043 - Carnival Worker 11.07
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
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 23.40
30051 - Cryogenic Technician I 23.85
30052 - Cryogenic Technician II 26.34
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 21.53
30210 - Laboratory Technician 25.35
30221 - Latent Fingerprint Technician I 23.85
30222 - Latent Fingerprint Technician II 26.34
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 20.32
30362 - Paralegal/Legal Assistant II 25.17
30363 - Paralegal/Legal Assistant III 30.79
30364 - Paralegal/Legal Assistant IV 37.25
30375 - Petroleum Supply Specialist 26.34
30390 - Photo-Optics Technician 28.27
30395 - Radiation Control Technician 26.34
30461 - Technical Writer I 21.76
30462 - Technical Writer II 26.62
30463 - Technical Writer III 32.20
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 31.30
30502 - Weather Forecaster II 38.07
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.43
30621 - Weather Observer Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 16.45
31030 - Bus Driver 21.65

31043 - Driver Courier	17.63
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.63
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	22.64
31364 - Truckdriver Tractor-Trailer	22.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	11.99
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	28.71
99310 - Mortician	33.98
99410 - Pest Controller	23.16
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	16.93
99830 - Survey Party Chief	21.97
99831 - Surveying Aide	14.55
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	21.13
99841 - Vending Machine Repairer	25.00
99842 - Vending Machine Repairer Helper	21.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4277
Revision No.: 14
Date Of Last Revision: 04/14/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Garrett

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
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		14.06
01042 - Customer Service Representative II		15.35
01043 - Customer Service Representative III		17.24
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		14.88
01112 - General Clerk II		16.24

01113 - General Clerk III 18.23
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 13.00
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 13.34
01532 - Travel Clerk II 14.40
01533 - Travel Clerk III 15.42
01611 - Word Processor I 15.94
01612 - Word Processor II 17.91
01613 - Word Processor III 20.03
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 26.24
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 13.28
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 14.08
07042 - Cook II 15.60
07070 - Dishwasher 11.70
07130 - Food Service Worker 12.00
07210 - Meat Cutter 15.60
07260 - Waiter/Waitress 11.21
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 12.68
11090 - Gardener 18.92
11122 - Housekeeping Aide 12.68
11150 - Janitor 12.68
11210 - Laborer Grounds Maintenance 15.33
11240 - Maid or Houseman 12.03
11260 - Pruner 14.19
11270 - Tractor Operator 17.72
11330 - Trail Maintenance Worker 15.33
11360 - Window Cleaner 13.70
12000 - Health Occupations
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 15.98
12130 - Medical Laboratory Technician 21.01
12160 - Medical Record Clerk 18.12
12190 - Medical Record Technician 24.21
12195 - Medical Transcriptionist 20.60
12210 - Nuclear Medicine Technologist 50.61
12221 - Nursing Assistant I 13.03
12222 - Nursing Assistant II 14.64
12223 - Nursing Assistant III 15.98
12224 - Nursing Assistant IV 17.95
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
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.93
13012 - Exhibits Specialist II		25.92
13013 - Exhibits Specialist III		31.71
13041 - Illustrator I		20.93
13042 - Illustrator II		25.92
13043 - Illustrator III		31.71
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		18.51
13072 - Photographer II		20.71
13073 - Photographer III		25.65
13074 - Photographer IV		31.38
13075 - Photographer V		37.96
13090 - Technical Order Library Clerk		16.94
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.67
14042 - Computer Operator II		23.11
14043 - Computer Operator III		25.76
14044 - Computer Operator IV		28.63
14045 - Computer Operator V		31.71
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.67
14160 - Personal Computer Support Technician		28.63
14170 - System Support Specialist		31.71
15000 - Instructional Occupations		
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		31.11
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.68
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.29
16220 - Tailor 15.90
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.69
19040 - Tool And Die Maker 29.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.00
21030 - Material Coordinator 26.65
21040 - Material Expediter 26.65
21050 - Material Handling Laborer 13.83
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 19.81
21210 - Tools And Parts Attendant 22.00
21410 - Warehouse Specialist 22.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.17
23019 - Aircraft Logs and Records Technician 22.43
23021 - Aircraft Mechanic I 26.03
23022 - Aircraft Mechanic II 27.17
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 22.43
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.03
23110 - Appliance Mechanic 24.59

23120 - Bicycle Repairer 21.10
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 23.47
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 23.47
23182 - Electronics Technician Maintenance II 24.69
23183 - Electronics Technician Maintenance III 26.03
23260 - Fabric Worker 22.43
23290 - Fire Alarm System Mechanic 26.03
23310 - Fire Extinguisher Repairer 21.18
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 21.18
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 26.03
23381 - Ground Support Equipment Servicer 22.43
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 21.18
23392 - Gunsmith II 23.47
23393 - Gunsmith III 26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.66
23430 - Heavy Equipment Mechanic 24.09
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 26.03
23465 - Laboratory/Shelter Mechanic 24.69
23470 - Laborer 14.98
23510 - Locksmith 24.69
23530 - Machinery Maintenance Mechanic 24.03
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.03
23592 - Metrology Technician II 27.17
23593 - Metrology Technician III 28.18
23640 - Millwright 26.03
23710 - Office Appliance Repairer 24.69
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 23.99
23810 - Plumber Maintenance 22.74
23820 - Pneudraulic Systems Mechanic 26.03
23850 - Rigger 26.03
23870 - Scale Mechanic 23.47
23890 - Sheet-Metal Worker Maintenance 26.03
23910 - Small Engine Mechanic 23.47
23931 - Telecommunications Mechanic I 28.17
23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 33.16
23960 - Welder Combination Maintenance 22.91

23965 - Well Driller	25.20
23970 - Woodcraft Worker	26.03
23980 - Woodworker	21.18
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.78
24610 - Chore Aide	13.25
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.03
25040 - Sewage Plant Operator	19.83
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	19.83
25210 - Water Treatment Plant Operator	19.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.35
27007 - Baggage Inspector	14.08
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	16.23
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	14.08
27102 - Guard II	16.23
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.81
28042 - Carnival Equipment Repairer	14.52
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	15.74
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	17.62
28510 - Recreation Aide/Health Facility Attendant	13.14
28515 - Recreation Specialist	21.46
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.38
29020 - Hatch Tender	23.38
29030 - Line Handler	23.38
29041 - Stevedore I	22.34
29042 - Stevedore II	24.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

30021 - Archeological Technician I		19.67
30022 - Archeological Technician II		22.00
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		27.25
30051 - Cryogenic Technician I		25.56
30052 - Cryogenic Technician II		28.24
30061 - Drafter/CAD Operator I		19.67
30062 - Drafter/CAD Operator II		22.00
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		30.18
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		27.25
30095 - Evidence Control Specialist		23.09
30210 - Laboratory Technician		24.52
30221 - Latent Fingerprint Technician I		25.56
30222 - Latent Fingerprint Technician II		28.24
30240 - Mathematical Technician		27.25
30361 - Paralegal/Legal Assistant I		21.48
30362 - Paralegal/Legal Assistant II		28.36
30363 - Paralegal/Legal Assistant III		34.69
30364 - Paralegal/Legal Assistant IV		41.98
30375 - Petroleum Supply Specialist		28.24
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		28.24
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		30.18
30502 - Weather Forecaster II		36.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.25
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		16.58
31030 - Bus Driver		21.65
31043 - Driver Courier		16.43
31260 - Parking and Lot Attendant		15.22
31290 - Shuttle Bus Driver		15.95

31310 - Taxi Driver	17.56
31361 - Truckdriver Light	17.55
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	22.48
31364 - Truckdriver Tractor-Trailer	22.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.76
99050 - Desk Clerk	12.69
99095 - Embalmer	28.81
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.96
99252 - Laboratory Animal Caretaker II	15.74
99260 - Marketing Analyst	31.58
99310 - Mortician	28.81
99410 - Pest Controller	24.06
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	16.93
99810 - Sales Clerk	12.91
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	21.28
99841 - Vending Machine Repairer	25.18
99842 - Vending Machine Repairer Helper	21.28

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4278
Revision No.: 13
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Garrett

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		15.35
01043 - Customer Service Representative III		16.75
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		21.45
01070 - Document Preparation Clerk		15.87

01090 - Duplicating Machine Operator	15.87
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	18.04
01300 - Scheduler Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	19.17
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.87
01612 - Word Processor II	17.82
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.35
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	13.28
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	12.99
07042 - Cook II	14.60
07070 - Dishwasher	11.12
07130 - Food Service Worker	11.73
07210 - Meat Cutter	15.60

07260 - Waiter/Waitress 10.41
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.51
11060 - Elevator Operator 12.33
11090 - Gardener 18.91
11122 - Housekeeping Aide 12.33
11150 - Janitor 12.33
11210 - Laborer Grounds Maintenance 15.33
11240 - Maid or Houseman 11.83
11260 - Pruner 14.19
11270 - Tractor Operator 17.71
11330 - Trail Maintenance Worker 15.33
11360 - Window Cleaner 13.32
12000 - Health Occupations
12010 - Ambulance Driver 21.36
12011 - Breath Alcohol Technician 22.90
12012 - Certified Occupational Therapist Assistant 30.86
12015 - Certified Physical Therapist Assistant 29.13
12020 - Dental Assistant 20.92
12025 - Dental Hygienist 50.20
12030 - EKG Technician 34.70
12035 - Electroneurodiagnostic Technologist 34.70
12040 - Emergency Medical Technician 21.36
12071 - Licensed Practical Nurse I 20.47
12072 - Licensed Practical Nurse II 22.90
12073 - Licensed Practical Nurse III 25.53
12100 - Medical Assistant 15.40
12130 - Medical Laboratory Technician 21.01
12160 - Medical Record Clerk 16.47
12190 - Medical Record Technician 24.21
12195 - Medical Transcriptionist 20.47
12210 - Nuclear Medicine Technologist 50.32
12221 - Nursing Assistant I 12.40
12222 - Nursing Assistant II 13.94
12223 - Nursing Assistant III 15.21
12224 - Nursing Assistant IV 17.08
12235 - Optical Dispenser 22.90
12236 - Optical Technician 20.47
12250 - Pharmacy Technician 26.05
12280 - Phlebotomist 20.47
12305 - Radiologic Technologist 34.70
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)		28.36
12320 - Substance Abuse Treatment Counselor		24.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.83
13072 - Photographer II		18.83
13073 - Photographer III		23.32
13074 - Photographer IV		28.53
13075 - Photographer V		34.51
13090 - Technical Order Library Clerk		16.94
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		30.93
15000 - Instructional Occupations		
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		31.11

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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.01
16030 - Counter Attendant 12.01
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 12.01
16090 - Presser Hand 12.01
16110 - Presser Machine Drycleaning 12.01
16130 - Presser Machine Shirts 12.01
16160 - Presser Machine Wearing Apparel Laundry 12.01
16190 - Sewing Machine Operator 14.31
16220 - Tailor 14.88
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.69
19040 - Tool And Die Maker 28.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.00
21030 - Material Coordinator 26.65
21040 - Material Expediter 26.65
21050 - Material Handling Laborer 13.83
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 19.67
21210 - Tools And Parts Attendant 22.00
21410 - Warehouse Specialist 22.00
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.17
23019 - Aircraft Logs and Records Technician 22.43
23021 - Aircraft Mechanic I 26.03
23022 - Aircraft Mechanic II 27.17
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft Painter 24.69
23060 - Aircraft Servicer 22.43
23070 - Aircraft Survival Flight Equipment Technician 24.69
23080 - Aircraft Worker 23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.47

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.03
23110 - Appliance Mechanic 23.69
23120 - Bicycle Repairer 20.19
23125 - Cable Splicer 31.48
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 23.47
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 23.47
23182 - Electronics Technician Maintenance II 24.69
23183 - Electronics Technician Maintenance III 26.03
23260 - Fabric Worker 22.43
23290 - Fire Alarm System Mechanic 26.03
23310 - Fire Extinguisher Repairer 21.18
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 21.18
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 26.03
23381 - Ground Support Equipment Servicer 22.43
23382 - Ground Support Equipment Worker 23.47
23391 - Gunsmith I 21.18
23392 - Gunsmith II 23.47
23393 - Gunsmith III 26.03
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.40
23430 - Heavy Equipment Mechanic 22.51
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 26.03
23465 - Laboratory/Shelter Mechanic 24.69
23470 - Laborer 14.98
23510 - Locksmith 24.69
23530 - Machinery Maintenance Mechanic 24.03
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.03
23592 - Metrology Technician II 27.17
23593 - Metrology Technician III 28.18
23640 - Millwright 26.03
23710 - Office Appliance Repairer 24.69
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 23.29
23810 - Plumber Maintenance 22.29
23820 - Pneudraulic Systems Mechanic 26.03
23850 - Rigger 26.03
23870 - Scale Mechanic 23.47
23890 - Sheet-Metal Worker Maintenance 26.03
23910 - Small Engine Mechanic 23.47
23931 - Telecommunications Mechanic I 28.17

23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 30.15
23960 - Welder Combination Maintenance 22.91
23965 - Well Driller 25.20
23970 - Woodcraft Worker 26.03
23980 - Woodworker 21.18
24000 - Personal Needs Occupations
24550 - Case Manager 15.63
24570 - Child Care Attendant 12.19
24580 - Child Care Center Clerk 14.50
24610 - Chore Aide 13.15
24620 - Family Readiness And Support Services Coordinator 15.63
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.03
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 24.93
25190 - Ventilation Equipment Tender 19.83
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.75
27007 - Baggage Inspector 13.98
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 16.23
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 13.98
27102 - Guard II 16.23
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.81
28042 - Carnival Equipment Repairer 14.52
28043 - Carnival Worker 11.07
28210 - Gate Attendant/Gate Tender 15.74
28310 - Lifeguard 12.75
28350 - Park Attendant (Aide) 17.62
28510 - Recreation Aide/Health Facility Attendant 13.14
28515 - Recreation Specialist 20.89
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 18.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.98
29020 - Hatch Tender 21.98
29030 - Line Handler 21.98
29041 - Stevedore I 20.58
29042 - Stevedore II 22.85
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 23.24
30052 - Cryogenic Technician II 25.67
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 20.99
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 23.24
30222 - Latent Fingerprint Technician II 25.67
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 19.53
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 25.67
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 25.67
30461 - Technical Writer I 21.93
30462 - Technical Writer II 26.84
30463 - Technical Writer III 32.47
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 16.58
31030 - Bus Driver 21.65

31043 - Driver Courier	14.94
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	15.95
31310 - Taxi Driver	17.56
31361 - Truckdriver Light	15.95
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	22.48
31364 - Truckdriver Tractor-Trailer	22.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.02
99050 - Desk Clerk	12.28
99095 - Embalmer	28.53
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	14.96
99252 - Laboratory Animal Caretaker II	15.74
99260 - Marketing Analyst	28.71
99310 - Mortician	28.53
99410 - Pest Controller	22.97
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	16.93
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	23.40
99831 - Surveying Aide	14.61
99832 - Surveying Technician	20.01
99840 - Vending Machine Attendant	21.13
99841 - Vending Machine Repairer	25.00
99842 - Vending Machine Repairer Helper	21.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4279
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of St Mary's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		35.73
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.55
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		15.18
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		20.18
01070 - Document Preparation Clerk		15.82
01090 - Duplicating Machine Operator		15.82
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 13.62
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 28.73
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 35.73
01420 - Survey Worker 20.18
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 14.62
01532 - Travel Clerk II 15.80
01533 - Travel Clerk III 17.04
01611 - Word Processor I 15.82
01612 - Word Processor II 18.07
01613 - Word Processor III 20.18
05000 - Automotive Service Occupations
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 21.14
05400 - Transmission Repair Specialist 32.10
07000 - Food Preparation And Service Occupations
07010 - Baker 19.76
07041 - Cook I 16.20
07042 - Cook II 18.84
07070 - Dishwasher 10.93
07130 - Food Service Worker 11.49
07210 - Meat Cutter 19.89
07260 - Waiter/Waitress 10.35
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.12

09040 - Furniture Handler 16.40
09080 - Furniture Refinisher 27.12
09090 - Furniture Refinisher Helper 20.10
09110 - Furniture Repairer Minor 23.84
09130 - Upholsterer 27.12
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.90
11060 - Elevator Operator 15.28
11090 - Gardener 20.58
11122 - Housekeeping Aide 15.28
11150 - Janitor 15.28
11210 - Laborer Grounds Maintenance 15.36
11240 - Maid or Houseman 12.11
11260 - Pruner 13.62
11270 - Tractor Operator 18.83
11330 - Trail Maintenance Worker 15.36
11360 - Window Cleaner 17.10
12000 - Health Occupations
12010 - Ambulance Driver 22.80
12011 - Breath Alcohol Technician 22.80
12012 - Certified Occupational Therapist Assistant 31.28
12015 - Certified Physical Therapist Assistant 31.28
12020 - Dental Assistant 23.48
12025 - Dental Hygienist 44.75
12030 - EKG Technician 34.55
12035 - Electroneurodiagnostic Technologist 34.55
12040 - Emergency Medical Technician 22.80
12071 - Licensed Practical Nurse I 20.38
12072 - Licensed Practical Nurse II 22.80
12073 - Licensed Practical Nurse III 25.41
12100 - Medical Assistant 15.01
12130 - Medical Laboratory Technician 20.94
12160 - Medical Record Clerk 20.30
12190 - Medical Record Technician 24.99
12195 - Medical Transcriptionist 20.38
12210 - Nuclear Medicine Technologist 50.09
12221 - Nursing Assistant I 12.44
12222 - Nursing Assistant II 13.99
12223 - Nursing Assistant III 15.27
12224 - Nursing Assistant IV 17.15
12235 - Optical Dispenser 22.80
12236 - Optical Technician 20.38
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 19.98
12305 - Radiologic Technologist 32.39
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)		28.24
12320 - Substance Abuse Treatment Counselor		28.24
13000 - Information And Arts Occupations		
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		21.03
13110 - Video Teleconference Technician		20.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		46.00
15000 - Instructional Occupations		
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		38.84
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.55
16030 - Counter Attendant 11.55
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 11.55
16090 - Presser Hand 11.55
16110 - Presser Machine Drycleaning 11.55
16130 - Presser Machine Shirts 11.55
16160 - Presser Machine Wearing Apparel Laundry 11.55
16190 - Sewing Machine Operator 14.63
16220 - Tailor 15.60
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.12
19040 - Tool And Die Maker 32.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 28.73
21040 - Material Expediter 28.73
21050 - Material Handling Laborer 15.58
21071 - Order Filler 15.09
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 18.26
21130 - Shipping/Receiving Clerk 18.26
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.10
23019 - Aircraft Logs and Records Technician 28.93
23021 - Aircraft Mechanic I 35.23
23022 - Aircraft Mechanic II 37.10
23023 - Aircraft Mechanic III 38.92
23040 - Aircraft Mechanic Helper 24.79
23050 - Aircraft Painter 33.46
23060 - Aircraft Servicer 28.93
23070 - Aircraft Survival Flight Equipment Technician 33.46
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.23
23110 - Appliance Mechanic 27.12

23120 - Bicycle Repairer	21.97
23125 - Cable Splicer	28.56
23130 - Carpenter Maintenance	26.31
23140 - Carpet Layer	25.54
23160 - Electrician Maintenance	30.77
23181 - Electronics Technician Maintenance I	25.54
23182 - Electronics Technician Maintenance II	27.12
23183 - Electronics Technician Maintenance III	28.56
23260 - Fabric Worker	23.84
23290 - Fire Alarm System Mechanic	28.56
23310 - Fire Extinguisher Repairer	21.97
23311 - Fuel Distribution System Mechanic	28.56
23312 - Fuel Distribution System Operator	21.97
23370 - General Maintenance Worker	23.99
23380 - Ground Support Equipment Mechanic	35.23
23381 - Ground Support Equipment Servicer	28.93
23382 - Ground Support Equipment Worker	30.76
23391 - Gunsmith I	21.97
23392 - Gunsmith II	25.54
23393 - Gunsmith III	28.56
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.26
23430 - Heavy Equipment Mechanic	28.56
23440 - Heavy Equipment Operator	28.56
23460 - Instrument Mechanic	28.56
23465 - Laboratory/Shelter Mechanic	27.12
23470 - Laborer	15.58
23510 - Locksmith	27.12
23530 - Machinery Maintenance Mechanic	29.24
23550 - Machinist Maintenance	27.30
23580 - Maintenance Trades Helper	19.30
23591 - Metrology Technician I	28.56
23592 - Metrology Technician II	30.07
23593 - Metrology Technician III	31.55
23640 - Millwright	28.56
23710 - Office Appliance Repairer	27.12
23760 - Painter Maintenance	27.12
23790 - Pipefitter Maintenance	30.82
23810 - Plumber Maintenance	29.27
23820 - Pneudraulic Systems Mechanic	28.56
23850 - Rigger	28.56
23870 - Scale Mechanic	25.54
23890 - Sheet-Metal Worker Maintenance	28.56
23910 - Small Engine Mechanic	25.54
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	28.56
23960 - Welder Combination Maintenance	28.56

23965 - Well Driller 28.56
23970 - Woodcraft Worker 28.56
23980 - Woodworker 21.97
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 12.79
24580 - Child Care Center Clerk 17.77
24610 - Chore Aide 12.39
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 18.43
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.56
25040 - Sewage Plant Operator 27.12
25070 - Stationary Engineer 28.56
25190 - Ventilation Equipment Tender 20.10
25210 - Water Treatment Plant Operator 27.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.57
27007 - Baggage Inspector 16.95
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 20.57
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 16.95
27102 - Guard II 20.57
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.40
28042 - Carnival Equipment Repairer 16.84
28043 - Carnival Worker 11.38
28210 - Gate Attendant/Gate Tender 15.23
28310 - Lifeguard 13.56
28350 - Park Attendant (Aide) 17.03
28510 - Recreation Aide/Health Facility Attendant 12.43
28515 - Recreation Specialist 21.10
28630 - Sports Official 13.56
28690 - Swimming Pool Operator 19.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.54
29020 - Hatch Tender 25.54
29030 - Line Handler 25.54
29041 - Stevedore I 23.84
29042 - Stevedore II 27.12
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08

30021 - Archeological Technician I		21.28
30022 - Archeological Technician II		23.81
30023 - Archeological Technician III		29.50
30030 - Cartographic Technician		29.50
30040 - Civil Engineering Technician		28.53
30051 - Cryogenic Technician I		32.66
30052 - Cryogenic Technician II		36.07
30061 - Drafter/CAD Operator I		21.28
30062 - Drafter/CAD Operator II		23.81
30063 - Drafter/CAD Operator III		26.54
30064 - Drafter/CAD Operator IV		32.66
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		29.50
30095 - Evidence Control Specialist		29.50
30210 - Laboratory Technician		26.54
30221 - Latent Fingerprint Technician I		32.66
30222 - Latent Fingerprint Technician II		36.07
30240 - Mathematical Technician		29.50
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30375 - Petroleum Supply Specialist		36.07
30390 - Photo-Optics Technician		29.50
30395 - Radiation Control Technician		36.07
30461 - Technical Writer I		25.25
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.37
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		32.66
30502 - Weather Forecaster II		39.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.54
30621 - Weather Observer Senior	(see 2)	29.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.51
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		14.18
31260 - Parking and Lot Attendant		11.70
31290 - Shuttle Bus Driver		15.66

31310 - Taxi Driver	15.38
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.21
99050 - Desk Clerk	15.41
99095 - Embalmer	31.73
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	18.19
99252 - Laboratory Animal Caretaker II	19.91
99260 - Marketing Analyst	43.09
99310 - Mortician	31.73
99410 - Pest Controller	25.45
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	24.13
99831 - Surveying Aide	14.99
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	21.45
99841 - Vending Machine Repairer	27.26
99842 - Vending Machine Repairer Helper	21.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4280
Revision No.: 13
Date Of Last Revision: 08/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of St Mary's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.24
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		35.73
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.55
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		15.18
01052 - Data Entry Operator II		16.56
01060 - Dispatcher Motor Vehicle		20.18
01070 - Document Preparation Clerk		15.82

01090 - Duplicating Machine Operator	15.82
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	13.62
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	28.73
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	35.73
01420 - Survey Worker	20.18
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	14.62
01532 - Travel Clerk II	15.80
01533 - Travel Clerk III	17.04
01611 - Word Processor I	15.82
01612 - Word Processor II	18.07
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
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	21.14
05400 - Transmission Repair Specialist	32.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.76
07041 - Cook I	16.20
07042 - Cook II	18.84
07070 - Dishwasher	10.93
07130 - Food Service Worker	11.49
07210 - Meat Cutter	19.89

07260 - Waiter/Waitress	10.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.12
09040 - Furniture Handler	16.40
09080 - Furniture Refinisher	27.12
09090 - Furniture Refinisher Helper	20.10
09110 - Furniture Repairer Minor	23.84
09130 - Upholsterer	27.12
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	15.28
11090 - Gardener	20.58
11122 - Housekeeping Aide	15.28
11150 - Janitor	15.28
11210 - Laborer Grounds Maintenance	15.36
11240 - Maid or Houseman	12.11
11260 - Pruner	13.62
11270 - Tractor Operator	18.83
11330 - Trail Maintenance Worker	15.36
11360 - Window Cleaner	17.10
12000 - Health Occupations	
12010 - Ambulance Driver	22.80
12011 - Breath Alcohol Technician	22.80
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	31.28
12020 - Dental Assistant	23.48
12025 - Dental Hygienist	44.75
12030 - EKG Technician	34.55
12035 - Electroneurodiagnostic Technologist	34.55
12040 - Emergency Medical Technician	22.80
12071 - Licensed Practical Nurse I	20.38
12072 - Licensed Practical Nurse II	22.80
12073 - Licensed Practical Nurse III	25.41
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	20.94
12160 - Medical Record Clerk	20.30
12190 - Medical Record Technician	24.99
12195 - Medical Transcriptionist	20.38
12210 - Nuclear Medicine Technologist	50.09
12221 - Nursing Assistant I	12.44
12222 - Nursing Assistant II	13.99
12223 - Nursing Assistant III	15.27
12224 - Nursing Assistant IV	17.15
12235 - Optical Dispenser	22.80
12236 - Optical Technician	20.38
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.98
12305 - Radiologic Technologist	32.39
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)		28.24
12320 - Substance Abuse Treatment Counselor		28.24
13000 - Information And Arts Occupations		
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		21.03
13110 - Video Teleconference Technician		20.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		46.00
15000 - Instructional Occupations		
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		38.84

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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 11.55
16030 - Counter Attendant 11.55
16040 - Dry Cleaner 13.74
16070 - Finisher Flatwork Machine 11.55
16090 - Presser Hand 11.55
16110 - Presser Machine Drycleaning 11.55
16130 - Presser Machine Shirts 11.55
16160 - Presser Machine Wearing Apparel Laundry 11.55
16190 - Sewing Machine Operator 14.63
16220 - Tailor 15.60
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.12
19040 - Tool And Die Maker 32.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 28.73
21040 - Material Expediter 28.73
21050 - Material Handling Laborer 15.58
21071 - Order Filler 15.09
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 18.26
21130 - Shipping/Receiving Clerk 18.26
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.10
23019 - Aircraft Logs and Records Technician 28.93
23021 - Aircraft Mechanic I 35.23
23022 - Aircraft Mechanic II 37.10
23023 - Aircraft Mechanic III 38.92
23040 - Aircraft Mechanic Helper 24.79
23050 - Aircraft Painter 33.46
23060 - Aircraft Servicer 28.93
23070 - Aircraft Survival Flight Equipment Technician 33.46
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.23
23110 - Appliance Mechanic 27.12
23120 - Bicycle Repairer 21.97
23125 - Cable Splicer 28.56
23130 - Carpenter Maintenance 26.31
23140 - Carpet Layer 25.54
23160 - Electrician Maintenance 30.77
23181 - Electronics Technician Maintenance I 25.54
23182 - Electronics Technician Maintenance II 27.12
23183 - Electronics Technician Maintenance III 28.56
23260 - Fabric Worker 23.84
23290 - Fire Alarm System Mechanic 28.56
23310 - Fire Extinguisher Repairer 21.97
23311 - Fuel Distribution System Mechanic 28.56
23312 - Fuel Distribution System Operator 21.97
23370 - General Maintenance Worker 23.99
23380 - Ground Support Equipment Mechanic 35.23
23381 - Ground Support Equipment Servicer 28.93
23382 - Ground Support Equipment Worker 30.76
23391 - Gunsmith I 21.97
23392 - Gunsmith II 25.54
23393 - Gunsmith III 28.56
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 26.26
23430 - Heavy Equipment Mechanic 28.56
23440 - Heavy Equipment Operator 28.56
23460 - Instrument Mechanic 28.56
23465 - Laboratory/Shelter Mechanic 27.12
23470 - Laborer 15.58
23510 - Locksmith 27.12
23530 - Machinery Maintenance Mechanic 29.24
23550 - Machinist Maintenance 27.30
23580 - Maintenance Trades Helper 19.30
23591 - Metrology Technician I 28.56
23592 - Metrology Technician II 30.07
23593 - Metrology Technician III 31.55
23640 - Millwright 28.56
23710 - Office Appliance Repairer 27.12
23760 - Painter Maintenance 27.12
23790 - Pipefitter Maintenance 30.82
23810 - Plumber Maintenance 29.27
23820 - Pneudraulic Systems Mechanic 28.56
23850 - Rigger 28.56
23870 - Scale Mechanic 25.54
23890 - Sheet-Metal Worker Maintenance 28.56
23910 - Small Engine Mechanic 25.54
23931 - Telecommunications Mechanic I 29.95

23932 - Telecommunications Mechanic II 31.55
23950 - Telephone Lineman 28.56
23960 - Welder Combination Maintenance 28.56
23965 - Well Driller 28.56
23970 - Woodcraft Worker 28.56
23980 - Woodworker 21.97
24000 - Personal Needs Occupations
24550 - Case Manager 16.90
24570 - Child Care Attendant 12.79
24580 - Child Care Center Clerk 17.77
24610 - Chore Aide 12.39
24620 - Family Readiness And Support Services Coordinator 16.90
24630 - Homemaker 18.43
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.56
25040 - Sewage Plant Operator 27.12
25070 - Stationary Engineer 28.56
25190 - Ventilation Equipment Tender 20.10
25210 - Water Treatment Plant Operator 27.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.57
27007 - Baggage Inspector 16.95
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 20.57
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 16.95
27102 - Guard II 20.57
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.40
28042 - Carnival Equipment Repairer 16.84
28043 - Carnival Worker 11.38
28210 - Gate Attendant/Gate Tender 15.23
28310 - Lifeguard 13.56
28350 - Park Attendant (Aide) 17.03
28510 - Recreation Aide/Health Facility Attendant 12.43
28515 - Recreation Specialist 21.10
28630 - Sports Official 13.56
28690 - Swimming Pool Operator 19.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.54
29020 - Hatch Tender 25.54
29030 - Line Handler 25.54
29041 - Stevedore I 23.84
29042 - Stevedore II 27.12
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 21.28
30022 - Archeological Technician II 23.81
30023 - Archeological Technician III 29.50
30030 - Cartographic Technician 29.50
30040 - Civil Engineering Technician 28.53
30051 - Cryogenic Technician I 32.66
30052 - Cryogenic Technician II 36.07
30061 - Drafter/CAD Operator I 21.28
30062 - Drafter/CAD Operator II 23.81
30063 - Drafter/CAD Operator III 26.54
30064 - Drafter/CAD Operator IV 32.66
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 29.50
30095 - Evidence Control Specialist 29.50
30210 - Laboratory Technician 26.54
30221 - Latent Fingerprint Technician I 32.66
30222 - Latent Fingerprint Technician II 36.07
30240 - Mathematical Technician 29.50
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
30375 - Petroleum Supply Specialist 36.07
30390 - Photo-Optics Technician 29.50
30395 - Radiation Control Technician 36.07
30461 - Technical Writer I 25.25
30462 - Technical Writer II 30.89
30463 - Technical Writer III 37.37
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 32.66
30502 - Weather Forecaster II 39.73
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.54
30621 - Weather Observer Senior (see 2) 29.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.32
31030 - Bus Driver 20.85

31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	11.70
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	15.38
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	21.73
31364 - Truckdriver Tractor-Trailer	21.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.21
99050 - Desk Clerk	15.41
99095 - Embalmer	31.73
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	18.19
99252 - Laboratory Animal Caretaker II	19.91
99260 - Marketing Analyst	43.09
99310 - Mortician	31.73
99410 - Pest Controller	25.45
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	24.13
99831 - Surveying Aide	14.99
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	21.45
99841 - Vending Machine Repairer	27.26
99842 - Vending Machine Repairer Helper	21.45

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4281
Revision No.: 18
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		35.58
01035 - Court Reporter		26.42
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.30
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16

01060 - Dispatcher Motor Vehicle 22.02
01070 - Document Preparation Clerk 18.04
01090 - Duplicating Machine Operator 18.04
01111 - General Clerk I 15.92
01112 - General Clerk II 17.38
01113 - General Clerk III 19.52
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 19.79
01191 - Order Clerk I 15.29
01192 - Order Clerk II 16.68
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 18.61
01311 - Secretary I 18.61
01312 - Secretary II 20.81
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 35.58
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 16.94
01531 - Travel Clerk I 17.63
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.67
01611 - Word Processor I 18.62
01612 - Word Processor II 20.92
01613 - Word Processor III 23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 25.03
05040 - Automotive Glass Installer 23.58
05070 - Automotive Worker 23.58
05110 - Mobile Equipment Servicer 20.28
05130 - Motor Equipment Metal Mechanic 26.36
05160 - Motor Equipment Metal Worker 23.58
05190 - Motor Vehicle Mechanic 26.36
05220 - Motor Vehicle Mechanic Helper 18.55
05250 - Motor Vehicle Upholstery Worker 22.01
05280 - Motor Vehicle Wrecker 23.58
05310 - Painter Automotive 25.03
05340 - Radiator Repair Specialist 23.58
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 26.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.74
07041 - Cook I 16.93
07042 - Cook II 19.68
07070 - Dishwasher 13.37

07130 - Food Service Worker	13.51
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.85
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.02
11060 - Elevator Operator	15.40
11090 - Gardener	21.24
11122 - Housekeeping Aide	15.40
11150 - Janitor	15.40
11210 - Laborer Grounds Maintenance	15.85
11240 - Maid or Houseman	14.58
11260 - Pruner	14.86
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	15.85
11360 - Window Cleaner	16.42
12000 - Health Occupations	
12010 - Ambulance Driver	23.71
12011 - Breath Alcohol Technician	23.71
12012 - Certified Occupational Therapist Assistant	33.40
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	50.57
12030 - EKG Technician	34.67
12035 - Electroneurodiagnostic Technologist	34.67
12040 - Emergency Medical Technician	23.71
12071 - Licensed Practical Nurse I	20.72
12072 - Licensed Practical Nurse II	23.16
12073 - Licensed Practical Nurse III	25.82
12100 - Medical Assistant	18.95
12130 - Medical Laboratory Technician	27.80
12160 - Medical Record Clerk	20.86
12190 - Medical Record Technician	24.60
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	42.47
12221 - Nursing Assistant I	12.61
12222 - Nursing Assistant II	14.17
12223 - Nursing Assistant III	15.46
12224 - Nursing Assistant IV	17.37
12235 - Optical Dispenser	25.02
12236 - Optical Technician	21.03
12250 - Pharmacy Technician	18.40
12280 - Phlebotomist	19.43
12305 - Radiologic Technologist	36.21

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)		29.37
12320 - Substance Abuse Treatment Counselor		27.59
13000 - Information And Arts Occupations		
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		17.04
13054 - Library Information Technology Systems Administrator		38.33
13058 - Library Technician		23.10
13061 - Media Specialist I		27.67
13062 - Media Specialist II		30.94
13063 - Media Specialist III		34.50
13071 - Photographer I		18.45
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.84
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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 43.31
15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 35.88
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.58
16030 - Counter Attendant 16.58
16040 - Dry Cleaner 18.94
16070 - Finisher Flatwork Machine 16.58
16090 - Presser Hand 16.58
16110 - Presser Machine Drycleaning 16.58
16130 - Presser Machine Shirts 16.58
16160 - Presser Machine Wearing Apparel Laundry 16.58
16190 - Sewing Machine Operator 19.73
16220 - Tailor 20.52
16250 - Washer Machine 17.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 35.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.95
21030 - Material Coordinator 26.81
21040 - Material Expediter 26.81
21050 - Material Handling Laborer 14.53
21071 - Order Filler 16.60
21080 - Production Line Worker (Food Processing) 20.95
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 15.79
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.95
21410 - Warehouse Specialist 20.95
23000 - Mechanics And Maintenance And Repair Occupations
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 21.75
23120 - Bicycle Repairer 16.73
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 24.81
23140 - Carpet Layer 20.49
23160 - Electrician Maintenance 29.95
23181 - Electronics Technician Maintenance I 30.70
23182 - Electronics Technician Maintenance II 32.60
23183 - Electronics Technician Maintenance III 34.33
23260 - Fabric Worker 25.34
23290 - Fire Alarm System Mechanic 29.84
23310 - Fire Extinguisher Repairer 23.35
23311 - Fuel Distribution System Mechanic 36.27
23312 - Fuel Distribution System Operator 27.91
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 23.35
23392 - Gunsmith II 27.15
23393 - Gunsmith III 30.35
23410 - Heating Ventilation And Air-Conditioning Mechanic 30.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 31.78
23430 - Heavy Equipment Mechanic 28.46
23440 - Heavy Equipment Operator 24.69
23460 - Instrument Mechanic 33.14
23465 - Laboratory/Shelter Mechanic 28.82
23470 - Laborer 14.98
23510 - Locksmith 32.72
23530 - Machinery Maintenance Mechanic 30.29
23550 - Machinist Maintenance 27.42
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 28.19
23710 - Office Appliance Repairer 22.96
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 28.84
23810 - Plumber Maintenance 27.39
23820 - Pneudraulic Systems Mechanic 30.35
23850 - Rigger 28.23
23870 - Scale Mechanic 27.15
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 35.40
23960 - Welder Combination Maintenance 25.07
23965 - Well Driller 25.57
23970 - Woodcraft Worker 30.35
23980 - Woodworker 23.35
24000 - Personal Needs Occupations
24550 - Case Manager 20.05
24570 - Child Care Attendant 15.17
24580 - Child Care Center Clerk 18.91
24610 - Chore Aide 14.29
24620 - Family Readiness And Support Services Coordinator 20.05
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.53
25040 - Sewage Plant Operator 28.29
25070 - Stationary Engineer 35.53
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 28.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.83
27007 - Baggage Inspector 18.06
27008 - Corrections Officer 29.35
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.57
27040 - Detention Officer 29.35
27070 - Firefighter 31.96
27101 - Guard I 18.06
27102 - Guard II 20.57
27131 - Police Officer I 32.66
27132 - Police Officer II 36.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.37
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 11.76
28210 - Gate Attendant/Gate Tender 17.09
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 19.11
28510 - Recreation Aide/Health Facility Attendant 13.94
28515 - Recreation Specialist 23.67
28630 - Sports Official 15.21
28690 - Swimming Pool Operator 19.53
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.43
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 27.47
30221 - Latent Fingerprint Technician I 37.63
30222 - Latent Fingerprint Technician II 41.56
30240 - Mathematical Technician 31.83
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
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 28.81
30492 - Unexploded Ordnance (UXO) Technician II 34.86
30493 - Unexploded Ordnance (UXO) Technician III 41.78
30494 - Unexploded (UXO) Safety Escort 28.81
30495 - Unexploded (UXO) Sweep Personnel 28.81
30501 - Weather Forecaster I 32.01
30502 - Weather Forecaster II 38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.01
30621 - Weather Observer Senior (see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.86

31020 - Bus Aide	14.84
31030 - Bus Driver	21.58
31043 - Driver Courier	18.86
31260 - Parking and Lot Attendant	14.50
31290 - Shuttle Bus Driver	19.93
31310 - Taxi Driver	17.71
31361 - Truckdriver Light	20.62
31362 - Truckdriver Medium	22.39
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	12.54
99050 - Desk Clerk	14.61
99095 - Embalmer	34.10
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	35.57
99310 - Mortician	34.10
99410 - Pest Controller	21.89
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	13.71
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	19.26
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4282
Revision No.: 17
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: 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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.10
01012 - Accounting Clerk II		21.44
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		34.70
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		17.01

01043 - Customer Service Representative III 18.56
01051 - Data Entry Operator I 16.64
01052 - Data Entry Operator II 18.16
01060 - Dispatcher Motor Vehicle 20.54
01070 - Document Preparation Clerk 17.75
01090 - Duplicating Machine Operator 17.75
01111 - General Clerk I 15.11
01112 - General Clerk II 16.49
01113 - General Clerk III 18.74
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 18.38
01191 - Order Clerk I 15.29
01192 - Order Clerk II 16.68
01261 - Personnel Assistant (Employment) I 19.09
01262 - Personnel Assistant (Employment) II 21.36
01263 - Personnel Assistant (Employment) III 23.81
01270 - Production Control Clerk 26.18
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 18.36
01410 - Supply Technician 34.70
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 15.69
01531 - Travel Clerk I 17.63
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.67
01611 - Word Processor I 17.41
01612 - Word Processor II 19.55
01613 - Word Processor III 21.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 24.50
05040 - Automotive Glass Installer 23.07
05070 - Automotive Worker 23.07
05110 - Mobile Equipment Servicer 19.84
05130 - Motor Equipment Metal Mechanic 25.79
05160 - Motor Equipment Metal Worker 23.07
05190 - Motor Vehicle Mechanic 25.79
05220 - Motor Vehicle Mechanic Helper 18.49
05250 - Motor Vehicle Upholstery Worker 21.63
05280 - Motor Vehicle Wrecker 23.07
05310 - Painter Automotive 24.50
05340 - Radiator Repair Specialist 23.07
05370 - Tire Repairer 14.44
05400 - Transmission Repair Specialist 25.79
07000 - Food Preparation And Service Occupations
07010 - Baker 14.36

07041 - Cook I	16.47
07042 - Cook II	19.15
07070 - Dishwasher	12.96
07130 - Food Service Worker	13.07
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	14.41
11090 - Gardener	20.42
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	15.24
11240 - Maid or Houseman	13.85
11260 - Pruner	13.80
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.24
11360 - Window Cleaner	15.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.71
12011 - Breath Alcohol Technician	23.49
12012 - Certified Occupational Therapist Assistant	33.40
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	22.82
12025 - Dental Hygienist	50.57
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	23.71
12071 - Licensed Practical Nurse I	20.26
12072 - Licensed Practical Nurse II	22.67
12073 - Licensed Practical Nurse III	25.27
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	25.27
12160 - Medical Record Clerk	18.96
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	41.59
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.74
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	25.02
12236 - Optical Technician	21.03

12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		19.35
12305 - Radiologic Technologist		35.25
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)		28.97
12320 - Substance Abuse Treatment Counselor		27.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.53
13013 - Exhibits Specialist III		34.90
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		38.84
13050 - Library Aide/Clerk		17.04
13054 - Library Information Technology Systems Administrator		35.07
13058 - Library Technician		21.85
13061 - Media Specialist I		25.31
13062 - Media Specialist II		28.32
13063 - Media Specialist III		31.55
13071 - Photographer I		18.32
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		

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 40.88
15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 34.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.06
15086 - Maintenance Test Pilot Rotary Wing 49.06
15088 - Non-Maintenance Test/Co-Pilot 49.06
15090 - Technical Instructor 30.12
15095 - Technical Instructor/Course Developer 36.85
15110 - Test Proctor 24.32
15120 - Tutor 24.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.19
16030 - Counter Attendant 15.19
16040 - Dry Cleaner 18.12
16070 - Finisher Flatwork Machine 15.19
16090 - Presser Hand 15.19
16110 - Presser Machine Drycleaning 15.19
16130 - Presser Machine Shirts 15.19
16160 - Presser Machine Wearing Apparel Laundry 15.19
16190 - Sewing Machine Operator 18.88
16220 - Tailor 19.63
16250 - Washer Machine 16.61
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 33.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.25
21030 - Material Coordinator 26.18
21040 - Material Expediter 26.18
21050 - Material Handling Laborer 13.87
21071 - Order Filler 16.60
21080 - Production Line Worker (Food Processing) 20.25
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 20.25
21410 - Warehouse Specialist 20.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.69
23019 - Aircraft Logs and Records Technician 31.82
23021 - Aircraft Mechanic I 38.64
23022 - Aircraft Mechanic II 40.69
23023 - Aircraft Mechanic III 42.68
23040 - Aircraft Mechanic Helper 27.19
23050 - Aircraft Painter 36.70

23060 - Aircraft Servicer 31.82
23070 - Aircraft Survival Flight Equipment Technician 36.70
23080 - Aircraft Worker 33.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.64
23110 - Appliance Mechanic 21.75
23120 - Bicycle Repairer 15.78
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 23.60
23140 - Carpet Layer 20.49
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 30.70
23182 - Electronics Technician Maintenance II 32.60
23183 - Electronics Technician Maintenance III 34.33
23260 - Fabric Worker 24.29
23290 - Fire Alarm System Mechanic 27.91
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 34.34
23312 - Fuel Distribution System Operator 26.42
23370 - General Maintenance Worker 22.64
23380 - Ground Support Equipment Mechanic 38.64
23381 - Ground Support Equipment Servicer 31.82
23382 - Ground Support Equipment Worker 33.84
23391 - Gunsmith I 22.38
23392 - Gunsmith II 26.02
23393 - Gunsmith III 29.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.50
23430 - Heavy Equipment Mechanic 28.32
23440 - Heavy Equipment Operator 24.05
23460 - Instrument Mechanic 33.08
23465 - Laboratory/Shelter Mechanic 27.63
23470 - Laborer 14.98
23510 - Locksmith 30.95
23530 - Machinery Maintenance Mechanic 29.39
23550 - Machinist Maintenance 26.10
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 33.08
23592 - Metrology Technician II 34.84
23593 - Metrology Technician III 36.54
23640 - Millwright 28.19
23710 - Office Appliance Repairer 22.96
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 27.04
23820 - Pneudraulic Systems Mechanic 29.09

23850 - Rigger 28.23
23870 - Scale Mechanic 26.02
23890 - Sheet-Metal Worker Maintenance 26.70
23910 - Small Engine Mechanic 20.63
23931 - Telecommunications Mechanic I 33.90
23932 - Telecommunications Mechanic II 35.70
23950 - Telephone Lineman 34.02
23960 - Welder Combination Maintenance 24.34
23965 - Well Driller 25.20
23970 - Woodcraft Worker 29.09
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.05
24570 - Child Care Attendant 13.96
24580 - Child Care Center Clerk 17.77
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 20.05
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.55
25040 - Sewage Plant Operator 26.77
25070 - Stationary Engineer 33.55
25190 - Ventilation Equipment Tender 23.62
25210 - Water Treatment Plant Operator 26.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.83
27007 - Baggage Inspector 17.28
27008 - Corrections Officer 27.86
27010 - Court Security Officer 29.37
27030 - Detection Dog Handler 20.57
27040 - Detention Officer 27.86
27070 - Firefighter 30.87
27101 - Guard I 17.28
27102 - Guard II 20.57
27131 - Police Officer I 31.63
27132 - Police Officer II 35.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.62
28042 - Carnival Equipment Repairer 15.98
28043 - Carnival Worker 10.80
28210 - Gate Attendant/Gate Tender 15.74
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.62
28510 - Recreation Aide/Health Facility Attendant 12.85
28515 - Recreation Specialist 21.82
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 18.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.54

29020 - Hatch Tender		33.54
29030 - Line Handler		33.54
29041 - Stevedore I		31.31
29042 - Stevedore II		35.62
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	30.95
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.08
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		29.89
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		26.31
30221 - Latent Fingerprint Technician I		34.67
30222 - Latent Fingerprint Technician II		38.29
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30375 - Petroleum Supply Specialist		35.36
30390 - Photo-Optics Technician		28.90
30395 - Radiation Control Technician		35.36
30461 - Technical Writer I		27.62
30462 - Technical Writer II		33.80
30463 - Technical Writer III		40.88
30491 - Unexploded Ordnance (UXO) Technician I		28.53
30492 - Unexploded Ordnance (UXO) Technician II		34.51
30493 - Unexploded Ordnance (UXO) Technician III		41.37
30494 - Unexploded (UXO) Safety Escort		28.53
30495 - Unexploded (UXO) Sweep Personnel		28.53
30501 - Weather Forecaster I		32.01
30502 - Weather Forecaster II		38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.01

30621 - Weather Observer Senior	(see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.51
31020 - Bus Aide		14.84
31030 - Bus Driver		21.58
31043 - Driver Courier		17.15
31260 - Parking and Lot Attendant		13.81
31290 - Shuttle Bus Driver		18.75
31310 - Taxi Driver		16.10
31361 - Truckdriver Light		18.75
31362 - Truckdriver Medium		20.35
31363 - Truckdriver Heavy		23.11
31364 - Truckdriver Tractor-Trailer		23.11
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.83
99030 - Cashier		11.90
99050 - Desk Clerk		14.00
99095 - Embalmer		34.10
99130 - Flight Follower		28.53
99251 - Laboratory Animal Caretaker I		13.64
99252 - Laboratory Animal Caretaker II		14.91
99260 - Marketing Analyst		35.17
99310 - Mortician		34.10
99410 - Pest Controller		20.07
99510 - Photofinishing Worker		16.34
99710 - Recycling Laborer		22.98
99711 - Recycling Specialist		28.16
99730 - Refuse Collector		20.81
99810 - Sales Clerk		12.74
99820 - School Crossing Guard		16.38
99830 - Survey Party Chief		28.48
99831 - Surveying Aide		17.70
99832 - Surveying Technician		27.06
99840 - Vending Machine Attendant		15.48
99841 - Vending Machine Repairer		19.67
99842 - Vending Machine Repairer Helper		15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4283
Revision No.: 18
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Clarke Culpeper Rappahannock Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		35.58
01035 - Court Reporter		26.42
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.30
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		22.02
01070 - Document Preparation Clerk		18.04
01090 - Duplicating Machine Operator		18.04
01111 - General Clerk I		15.92
01112 - General Clerk II		17.38

01113 - General Clerk III 19.52
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 19.79
01191 - Order Clerk I 15.29
01192 - Order Clerk II 16.68
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 18.61
01311 - Secretary I 18.61
01312 - Secretary II 20.81
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 35.58
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 16.94
01531 - Travel Clerk I 17.63
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.67
01611 - Word Processor I 18.62
01612 - Word Processor II 20.92
01613 - Word Processor III 23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.12
05010 - Automotive Electrician 25.03
05040 - Automotive Glass Installer 23.58
05070 - Automotive Worker 23.58
05110 - Mobile Equipment Servicer 20.28
05130 - Motor Equipment Metal Mechanic 26.36
05160 - Motor Equipment Metal Worker 23.58
05190 - Motor Vehicle Mechanic 26.36
05220 - Motor Vehicle Mechanic Helper 18.55
05250 - Motor Vehicle Upholstery Worker 22.01
05280 - Motor Vehicle Wrecker 23.58
05310 - Painter Automotive 25.03
05340 - Radiator Repair Specialist 23.58
05370 - Tire Repairer 13.89
05400 - Transmission Repair Specialist 26.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.74
07041 - Cook I 16.93
07042 - Cook II 19.68
07070 - Dishwasher 13.37
07130 - Food Service Worker 13.51
07210 - Meat Cutter 20.41
07260 - Waiter/Waitress 12.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.08

09040 - Furniture Handler 14.06
09080 - Furniture Refinisher 18.25
09090 - Furniture Refinisher Helper 15.52
09110 - Furniture Repairer Minor 17.06
09130 - Upholsterer 18.25
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.02
11060 - Elevator Operator 15.40
11090 - Gardener 21.24
11122 - Housekeeping Aide 15.40
11150 - Janitor 15.40
11210 - Laborer Grounds Maintenance 15.85
11240 - Maid or Houseman 14.58
11260 - Pruner 14.86
11270 - Tractor Operator 19.43
11330 - Trail Maintenance Worker 15.85
11360 - Window Cleaner 16.42
12000 - Health Occupations
12010 - Ambulance Driver 23.39
12011 - Breath Alcohol Technician 23.39
12012 - Certified Occupational Therapist Assistant 33.39
12015 - Certified Physical Therapist Assistant 26.90
12020 - Dental Assistant 23.78
12025 - Dental Hygienist 50.20
12030 - EKG Technician 34.67
12035 - Electroneurodiagnostic Technologist 34.67
12040 - Emergency Medical Technician 23.39
12071 - Licensed Practical Nurse I 20.72
12072 - Licensed Practical Nurse II 23.16
12073 - Licensed Practical Nurse III 25.82
12100 - Medical Assistant 18.95
12130 - Medical Laboratory Technician 27.80
12160 - Medical Record Clerk 20.86
12190 - Medical Record Technician 24.60
12195 - Medical Transcriptionist 20.72
12210 - Nuclear Medicine Technologist 42.47
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 25.02
12236 - Optical Technician 20.23
12250 - Pharmacy Technician 18.40
12280 - Phlebotomist 19.43
12305 - Radiologic Technologist 36.21
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)		28.98
12320 - Substance Abuse Treatment Counselor		27.59
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.30
13012 - Exhibits Specialist II		30.10
13013 - Exhibits Specialist III		36.82
13041 - Illustrator I		22.13
13042 - Illustrator II		27.40
13043 - Illustrator III		33.53
13047 - Librarian		42.46
13050 - Library Aide/Clerk		17.04
13054 - Library Information Technology Systems Administrator		38.33
13058 - Library Technician		23.10
13061 - Media Specialist I		27.67
13062 - Media Specialist II		30.94
13063 - Media Specialist III		34.50
13071 - Photographer I		18.45
13072 - Photographer II		20.63
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.84
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		43.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		35.88
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.58
16030 - Counter Attendant 16.58
16040 - Dry Cleaner 18.94
16070 - Finisher Flatwork Machine 16.58
16090 - Presser Hand 16.58
16110 - Presser Machine Drycleaning 16.58
16130 - Presser Machine Shirts 16.58
16160 - Presser Machine Wearing Apparel Laundry 16.58
16190 - Sewing Machine Operator 19.73
16220 - Tailor 20.52
16250 - Washer Machine 17.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 35.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.95
21030 - Material Coordinator 26.81
21040 - Material Expediter 26.81
21050 - Material Handling Laborer 14.53
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 20.95
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 15.79
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.95
21410 - Warehouse Specialist 20.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.70
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 21.54

23120 - Bicycle Repairer	16.73
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	24.81
23140 - Carpet Layer	21.03
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	30.28
23182 - Electronics Technician Maintenance II	32.15
23183 - Electronics Technician Maintenance III	33.85
23260 - Fabric Worker	25.34
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	23.35
23311 - Fuel Distribution System Mechanic	36.27
23312 - Fuel Distribution System Operator	27.91
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	23.35
23392 - Gunsmith II	27.15
23393 - Gunsmith III	30.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430 - Heavy Equipment Mechanic	28.46
23440 - Heavy Equipment Operator	24.69
23460 - Instrument Mechanic	33.23
23465 - Laboratory/Shelter Mechanic	28.82
23470 - Laborer	14.98
23510 - Locksmith	32.72
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist Maintenance	27.42
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	33.23
23592 - Metrology Technician II	34.99
23593 - Metrology Technician III	36.71
23640 - Millwright	27.44
23710 - Office Appliance Repairer	22.46
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	28.84
23810 - Plumber Maintenance	27.39
23820 - Pneudraulic Systems Mechanic	30.35
23850 - Rigger	28.23
23870 - Scale Mechanic	27.15
23890 - Sheet-Metal Worker Maintenance	29.04
23910 - Small Engine Mechanic	23.13
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	35.40
23960 - Welder Combination Maintenance	25.07

23965 - Well Driller	25.57
23970 - Woodcraft Worker	30.35
23980 - Woodworker	23.35
24000 - Personal Needs Occupations	
24550 - Case Manager	19.92
24570 - Child Care Attendant	15.17
24580 - Child Care Center Clerk	18.91
24610 - Chore Aide	14.29
24620 - Family Readiness And Support Services Coordinator	19.92
24630 - Homemaker	19.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.53
25040 - Sewage Plant Operator	28.29
25070 - Stationary Engineer	35.53
25190 - Ventilation Equipment Tender	25.01
25210 - Water Treatment Plant Operator	28.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.42
27007 - Baggage Inspector	18.06
27008 - Corrections Officer	29.35
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.20
27040 - Detention Officer	29.35
27070 - Firefighter	31.96
27101 - Guard I	18.06
27102 - Guard II	20.20
27131 - Police Officer I	32.66
27132 - Police Officer II	36.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.37
28042 - Carnival Equipment Repairer	16.80
28043 - Carnival Worker	11.76
28210 - Gate Attendant/Gate Tender	17.09
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	19.11
28510 - Recreation Aide/Health Facility Attendant	13.94
28515 - Recreation Specialist	22.84
28630 - Sports Official	15.21
28690 - Swimming Pool Operator	19.53
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

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		27.47
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.56
30240 - Mathematical Technician		31.79
30361 - Paralegal/Legal Assistant I		21.35
30362 - Paralegal/Legal Assistant II		26.44
30363 - Paralegal/Legal Assistant III		32.35
30364 - Paralegal/Legal Assistant IV		39.13
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		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		32.01
30502 - Weather Forecaster II		38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.01
30621 - Weather Observer Senior	(see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		16.22
31030 - Bus Driver		21.58
31043 - Driver Courier		18.86
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		19.93

31310 - Taxi Driver	17.71
31361 - Truckdriver Light	20.62
31362 - Truckdriver Medium	22.39
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	12.54
99050 - Desk Clerk	14.61
99095 - Embalmer	30.55
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	35.57
99310 - Mortician	30.55
99410 - Pest Controller	21.89
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	22.73
99711 - Recycling Specialist	25.33
99730 - Refuse Collector	20.37
99810 - Sales Clerk	13.71
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	31.24
99831 - Surveying Aide	19.50
99832 - Surveying Technician	26.73
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4284
Revision No.: 18
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Clarke Culpeper Rappahannock Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.10
01012 - Accounting Clerk II		21.44
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		34.70
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		17.01
01043 - Customer Service Representative III		18.56
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.75

01090 - Duplicating Machine Operator	17.75
01111 - General Clerk I	15.11
01112 - General Clerk II	16.49
01113 - General Clerk III	18.51
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	18.38
01191 - Order Clerk I	15.29
01192 - Order Clerk II	16.68
01261 - Personnel Assistant (Employment) I	19.09
01262 - Personnel Assistant (Employment) II	21.36
01263 - Personnel Assistant (Employment) III	23.81
01270 - Production Control Clerk	26.18
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	18.36
01410 - Supply Technician	34.70
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.69
01531 - Travel Clerk I	17.63
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	20.67
01611 - Word Processor I	17.41
01612 - Word Processor II	19.55
01613 - Word Processor III	21.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.12
05010 - Automotive Electrician	24.50
05040 - Automotive Glass Installer	23.07
05070 - Automotive Worker	23.07
05110 - Mobile Equipment Servicer	19.84
05130 - Motor Equipment Metal Mechanic	25.79
05160 - Motor Equipment Metal Worker	23.07
05190 - Motor Vehicle Mechanic	25.79
05220 - Motor Vehicle Mechanic Helper	18.15
05250 - Motor Vehicle Upholstery Worker	21.53
05280 - Motor Vehicle Wrecker	23.07
05310 - Painter Automotive	24.50
05340 - Radiator Repair Specialist	23.07
05370 - Tire Repairer	12.79
05400 - Transmission Repair Specialist	25.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.47
07042 - Cook II	19.15
07070 - Dishwasher	12.96
07130 - Food Service Worker	13.07
07210 - Meat Cutter	20.41

07260 - Waiter/Waitress	11.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.06
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	14.41
11090 - Gardener	20.42
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	15.24
11240 - Maid or Houseman	13.85
11260 - Pruner	13.80
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.24
11360 - Window Cleaner	15.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.39
12011 - Breath Alcohol Technician	22.99
12012 - Certified Occupational Therapist Assistant	30.86
12015 - Certified Physical Therapist Assistant	26.90
12020 - Dental Assistant	22.79
12025 - Dental Hygienist	50.20
12030 - EKG Technician	33.43
12035 - Electroneurodiagnostic Technologist	33.43
12040 - Emergency Medical Technician	23.39
12071 - Licensed Practical Nurse I	20.26
12072 - Licensed Practical Nurse II	22.67
12073 - Licensed Practical Nurse III	25.27
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	25.27
12160 - Medical Record Clerk	18.96
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	41.59
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.74
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	25.02
12236 - Optical Technician	20.23
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.35
12305 - Radiologic Technologist	35.25
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)		28.97
12320 - Substance Abuse Treatment Counselor		27.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.53
13013 - Exhibits Specialist III		34.90
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		38.84
13050 - Library Aide/Clerk		17.04
13054 - Library Information Technology Systems Administrator		35.07
13058 - Library Technician		21.85
13061 - Media Specialist I		25.31
13062 - Media Specialist II		28.32
13063 - Media Specialist III		31.55
13071 - Photographer I		18.35
13072 - Photographer II		20.53
13073 - Photographer III		25.39
13074 - Photographer IV		31.11
13075 - Photographer V		37.64
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		40.88

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 34.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.06
15086 - Maintenance Test Pilot Rotary Wing 49.06
15088 - Non-Maintenance Test/Co-Pilot 49.06
15090 - Technical Instructor 30.12
15095 - Technical Instructor/Course Developer 36.85
15110 - Test Proctor 24.32
15120 - Tutor 24.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.19
16030 - Counter Attendant 15.19
16040 - Dry Cleaner 18.12
16070 - Finisher Flatwork Machine 15.19
16090 - Presser Hand 15.19
16110 - Presser Machine Drycleaning 15.19
16130 - Presser Machine Shirts 15.19
16160 - Presser Machine Wearing Apparel Laundry 15.19
16190 - Sewing Machine Operator 18.88
16220 - Tailor 19.63
16250 - Washer Machine 16.61
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 33.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.25
21030 - Material Coordinator 26.18
21040 - Material Expediter 26.18
21050 - Material Handling Laborer 13.87
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 20.25
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 20.25
21410 - Warehouse Specialist 20.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.69
23019 - Aircraft Logs and Records Technician 31.82
23021 - Aircraft Mechanic I 38.64
23022 - Aircraft Mechanic II 40.69
23023 - Aircraft Mechanic III 42.68
23040 - Aircraft Mechanic Helper 27.19
23050 - Aircraft Painter 35.41
23060 - Aircraft Servicer 31.82
23070 - Aircraft Survival Flight Equipment Technician 35.41
23080 - Aircraft Worker 33.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.64
23110 - Appliance Mechanic 21.54
23120 - Bicycle Repairer 15.78
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 23.60
23140 - Carpet Layer 21.03
23160 - Electrician Maintenance 29.53
23181 - Electronics Technician Maintenance I 30.26
23182 - Electronics Technician Maintenance II 32.13
23183 - Electronics Technician Maintenance III 33.83
23260 - Fabric Worker 24.29
23290 - Fire Alarm System Mechanic 27.91
23310 - Fire Extinguisher Repairer 22.38
23311 - Fuel Distribution System Mechanic 34.34
23312 - Fuel Distribution System Operator 26.42
23370 - General Maintenance Worker 22.64
23380 - Ground Support Equipment Mechanic 38.64
23381 - Ground Support Equipment Servicer 31.82
23382 - Ground Support Equipment Worker 33.84
23391 - Gunsmith I 22.38
23392 - Gunsmith II 26.02
23393 - Gunsmith III 29.09
23410 - Heating Ventilation And Air-Conditioning Mechanic 28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 30.50
23430 - Heavy Equipment Mechanic 28.32
23440 - Heavy Equipment Operator 24.05
23460 - Instrument Mechanic 33.23
23465 - Laboratory/Shelter Mechanic 27.63
23470 - Laborer 14.98
23510 - Locksmith 30.95
23530 - Machinery Maintenance Mechanic 29.39
23550 - Machinist Maintenance 26.10
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 33.23
23592 - Metrology Technician II 34.99
23593 - Metrology Technician III 36.71
23640 - Millwright 27.44
23710 - Office Appliance Repairer 22.46
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 28.47
23810 - Plumber Maintenance 27.04
23820 - Pneudraulic Systems Mechanic 29.09
23850 - Rigger 28.23
23870 - Scale Mechanic 26.02
23890 - Sheet-Metal Worker Maintenance 26.70
23910 - Small Engine Mechanic 21.03
23931 - Telecommunications Mechanic I 33.90

23932 - Telecommunications Mechanic II 35.70
23950 - Telephone Lineman 34.02
23960 - Welder Combination Maintenance 24.34
23965 - Well Driller 25.20
23970 - Woodcraft Worker 29.09
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 18.99
24570 - Child Care Attendant 13.96
24580 - Child Care Center Clerk 17.41
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 18.99
24630 - Homemaker 18.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.96
25040 - Sewage Plant Operator 26.77
25070 - Stationary Engineer 32.96
25190 - Ventilation Equipment Tender 23.57
25210 - Water Treatment Plant Operator 26.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.12
27007 - Baggage Inspector 17.28
27008 - Corrections Officer 27.86
27010 - Court Security Officer 29.37
27030 - Detection Dog Handler 19.33
27040 - Detention Officer 27.86
27070 - Firefighter 30.87
27101 - Guard I 17.28
27102 - Guard II 19.33
27131 - Police Officer I 31.63
27132 - Police Officer II 35.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.62
28042 - Carnival Equipment Repairer 15.98
28043 - Carnival Worker 10.80
28210 - Gate Attendant/Gate Tender 15.74
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.62
28510 - Recreation Aide/Health Facility Attendant 12.85
28515 - Recreation Specialist 20.76
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 18.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.54
29020 - Hatch Tender 33.54
29030 - Line Handler 33.54
29041 - Stevedore I 31.31
29042 - Stevedore II 35.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 29.89
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 26.31
30221 - Latent Fingerprint Technician I 34.67
30222 - Latent Fingerprint Technician II 38.29
30240 - Mathematical Technician 28.90
30361 - Paralegal/Legal Assistant I 21.35
30362 - Paralegal/Legal Assistant II 26.44
30363 - Paralegal/Legal Assistant III 32.35
30364 - Paralegal/Legal Assistant IV 39.13
30375 - Petroleum Supply Specialist 35.36
30390 - Photo-Optics Technician 28.90
30395 - Radiation Control Technician 35.36
30461 - Technical Writer I 27.62
30462 - Technical Writer II 33.80
30463 - Technical Writer III 40.88
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 32.01
30502 - Weather Forecaster II 38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.01
30621 - Weather Observer Senior (see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 16.22
31030 - Bus Driver 21.58

31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	18.75
31310 - Taxi Driver	16.10
31361 - Truckdriver Light	18.75
31362 - Truckdriver Medium	20.35
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.90
99050 - Desk Clerk	14.00
99095 - Embalmer	30.55
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	35.17
99310 - Mortician	30.55
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	16.34
99710 - Recycling Laborer	22.73
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	20.37
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	28.40
99831 - Surveying Aide	17.73
99832 - Surveying Technician	24.30
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4285
Revision No.: 17
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		35.58
01035 - Court Reporter		26.42
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.30
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		22.02
01070 - Document Preparation Clerk		18.04
01090 - Duplicating Machine Operator		18.04
01111 - General Clerk I		15.92
01112 - General Clerk II		17.38

01113 - General Clerk III 19.52
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 19.79
01191 - Order Clerk I 15.29
01192 - Order Clerk II 16.68
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 18.61
01311 - Secretary I 18.61
01312 - Secretary II 20.81
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 35.58
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 16.94
01531 - Travel Clerk I 17.63
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.67
01611 - Word Processor I 18.62
01612 - Word Processor II 20.92
01613 - Word Processor III 23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 25.03
05040 - Automotive Glass Installer 23.58
05070 - Automotive Worker 23.58
05110 - Mobile Equipment Servicer 20.28
05130 - Motor Equipment Metal Mechanic 26.36
05160 - Motor Equipment Metal Worker 23.58
05190 - Motor Vehicle Mechanic 26.36
05220 - Motor Vehicle Mechanic Helper 18.55
05250 - Motor Vehicle Upholstery Worker 22.01
05280 - Motor Vehicle Wrecker 23.58
05310 - Painter Automotive 25.03
05340 - Radiator Repair Specialist 23.58
05370 - Tire Repairer 13.89
05400 - Transmission Repair Specialist 26.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.74
07041 - Cook I 16.93
07042 - Cook II 19.68
07070 - Dishwasher 13.37
07130 - Food Service Worker 13.51
07210 - Meat Cutter 20.41
07260 - Waiter/Waitress 12.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.59

09040 - Furniture Handler 14.06
09080 - Furniture Refinisher 19.94
09090 - Furniture Refinisher Helper 15.52
09110 - Furniture Repairer Minor 17.94
09130 - Upholsterer 17.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.02
11060 - Elevator Operator 15.40
11090 - Gardener 21.24
11122 - Housekeeping Aide 15.40
11150 - Janitor 15.40
11210 - Laborer Grounds Maintenance 15.85
11240 - Maid or Houseman 14.58
11260 - Pruner 14.86
11270 - Tractor Operator 19.43
11330 - Trail Maintenance Worker 15.85
11360 - Window Cleaner 16.42
12000 - Health Occupations
12010 - Ambulance Driver 23.71
12011 - Breath Alcohol Technician 23.71
12012 - Certified Occupational Therapist Assistant 33.40
12015 - Certified Physical Therapist Assistant 27.29
12020 - Dental Assistant 23.78
12025 - Dental Hygienist 50.57
12030 - EKG Technician 34.67
12035 - Electroneurodiagnostic Technologist 34.67
12040 - Emergency Medical Technician 23.71
12071 - Licensed Practical Nurse I 20.72
12072 - Licensed Practical Nurse II 23.16
12073 - Licensed Practical Nurse III 25.82
12100 - Medical Assistant 18.95
12130 - Medical Laboratory Technician 27.80
12160 - Medical Record Clerk 20.86
12190 - Medical Record Technician 24.60
12195 - Medical Transcriptionist 20.72
12210 - Nuclear Medicine Technologist 42.47
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 25.02
12236 - Optical Technician 21.03
12250 - Pharmacy Technician 18.40
12280 - Phlebotomist 19.43
12305 - Radiologic Technologist 36.21
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)		29.37
12320 - Substance Abuse Treatment Counselor		27.59
13000 - Information And Arts Occupations		
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		17.04
13054 - Library Information Technology Systems Administrator		38.33
13058 - Library Technician		23.10
13061 - Media Specialist I		27.67
13062 - Media Specialist II		30.94
13063 - Media Specialist III		34.50
13071 - Photographer I		18.45
13072 - Photographer II		20.63
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.84
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		43.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		35.88
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.58
16030 - Counter Attendant 16.58
16040 - Dry Cleaner 18.94
16070 - Finisher Flatwork Machine 16.58
16090 - Presser Hand 16.58
16110 - Presser Machine Drycleaning 16.58
16130 - Presser Machine Shirts 16.58
16160 - Presser Machine Wearing Apparel Laundry 16.58
16190 - Sewing Machine Operator 19.73
16220 - Tailor 20.52
16250 - Washer Machine 17.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 35.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.95
21030 - Material Coordinator 26.81
21040 - Material Expediter 26.81
21050 - Material Handling Laborer 14.53
21071 - Order Filler 14.45
21080 - Production Line Worker (Food Processing) 20.95
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 15.79
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.95
21410 - Warehouse Specialist 20.95
23000 - Mechanics And Maintenance And Repair Occupations
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 21.75

23120 - Bicycle Repairer	16.73
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	24.81
23140 - Carpet Layer	20.49
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	30.70
23182 - Electronics Technician Maintenance II	32.60
23183 - Electronics Technician Maintenance III	34.33
23260 - Fabric Worker	25.34
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	23.35
23311 - Fuel Distribution System Mechanic	36.27
23312 - Fuel Distribution System Operator	27.91
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	23.35
23392 - Gunsmith II	27.15
23393 - Gunsmith III	30.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430 - Heavy Equipment Mechanic	28.46
23440 - Heavy Equipment Operator	24.69
23460 - Instrument Mechanic	33.14
23465 - Laboratory/Shelter Mechanic	28.82
23470 - Laborer	14.53
23510 - Locksmith	32.72
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist Maintenance	27.42
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	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.82
23790 - Pipefitter Maintenance	28.84
23810 - Plumber Maintenance	27.39
23820 - Pneudraulic Systems Mechanic	30.35
23850 - Rigger	28.23
23870 - Scale Mechanic	27.15
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	35.40
23960 - Welder Combination Maintenance	25.07

23965 - Well Driller		25.57
23970 - Woodcraft Worker		30.35
23980 - Woodworker		23.35
24000 - Personal Needs Occupations		
24550 - Case Manager		20.05
24570 - Child Care Attendant		15.17
24580 - Child Care Center Clerk		18.91
24610 - Chore Aide		14.29
24620 - Family Readiness And Support Services Coordinator		20.05
24630 - Homemaker		20.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.53
25040 - Sewage Plant Operator		28.29
25070 - Stationary Engineer		35.53
25190 - Ventilation Equipment Tender		25.01
25210 - Water Treatment Plant Operator		28.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.66
27007 - Baggage Inspector		18.06
27008 - Corrections Officer		29.35
27010 - Court Security Officer		30.66
27030 - Detection Dog Handler		20.20
27040 - Detention Officer		29.35
27070 - Firefighter		31.96
27101 - Guard I		18.06
27102 - Guard II		20.20
27131 - Police Officer I		32.66
27132 - Police Officer II		36.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.37
28042 - Carnival Equipment Repairer		16.80
28043 - Carnival Worker		11.76
28210 - Gate Attendant/Gate Tender		17.09
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		19.11
28510 - Recreation Aide/Health Facility Attendant		13.94
28515 - Recreation Specialist		22.84
28630 - Sports Official		15.21
28690 - Swimming Pool Operator		19.53
29000 - Stevedoring/Longshoremen Occupational Services		
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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	34.43

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		27.47
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.56
30240 - Mathematical Technician		31.83
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
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		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		32.01
30502 - Weather Forecaster II		38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.01
30621 - Weather Observer Senior	(see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		14.84
31030 - Bus Driver		21.58
31043 - Driver Courier		18.86
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		19.93

31310 - Taxi Driver	17.71
31361 - Truckdriver Light	20.62
31362 - Truckdriver Medium	22.39
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	12.54
99050 - Desk Clerk	14.61
99095 - Embalmer	34.10
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	35.57
99310 - Mortician	34.10
99410 - Pest Controller	21.89
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	13.71
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	33.27
99831 - Surveying Aide	20.67
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4286
Revision No.: 16
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.10
01012 - Accounting Clerk II		21.44
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		34.70
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		17.01
01043 - Customer Service Representative III		18.56
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.75

01090 - Duplicating Machine Operator	17.75
01111 - General Clerk I	15.11
01112 - General Clerk II	16.49
01113 - General Clerk III	18.51
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	18.38
01191 - Order Clerk I	15.29
01192 - Order Clerk II	16.68
01261 - Personnel Assistant (Employment) I	19.09
01262 - Personnel Assistant (Employment) II	21.36
01263 - Personnel Assistant (Employment) III	23.81
01270 - Production Control Clerk	26.18
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	18.36
01410 - Supply Technician	34.70
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.69
01531 - Travel Clerk I	17.63
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	20.67
01611 - Word Processor I	17.41
01612 - Word Processor II	19.55
01613 - Word Processor III	21.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.60
05010 - Automotive Electrician	24.50
05040 - Automotive Glass Installer	23.07
05070 - Automotive Worker	23.07
05110 - Mobile Equipment Servicer	19.84
05130 - Motor Equipment Metal Mechanic	25.79
05160 - Motor Equipment Metal Worker	23.07
05190 - Motor Vehicle Mechanic	25.79
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	23.07
05310 - Painter Automotive	24.50
05340 - Radiator Repair Specialist	23.07
05370 - Tire Repairer	12.79
05400 - Transmission Repair Specialist	25.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.47
07042 - Cook II	19.15
07070 - Dishwasher	12.96
07130 - Food Service Worker	13.07
07210 - Meat Cutter	20.41

07260 - Waiter/Waitress	11.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.81
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	14.41
11090 - Gardener	20.42
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	15.24
11240 - Maid or Houseman	13.85
11260 - Pruner	13.80
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.24
11360 - Window Cleaner	15.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.71
12011 - Breath Alcohol Technician	23.39
12012 - Certified Occupational Therapist Assistant	33.40
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	22.82
12025 - Dental Hygienist	50.57
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	23.71
12071 - Licensed Practical Nurse I	20.26
12072 - Licensed Practical Nurse II	22.67
12073 - Licensed Practical Nurse III	25.27
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	25.27
12160 - Medical Record Clerk	18.96
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	41.59
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.74
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	25.02
12236 - Optical Technician	21.03
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.35
12305 - Radiologic Technologist	35.25
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)		28.97
12320 - Substance Abuse Treatment Counselor		27.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.53
13013 - Exhibits Specialist III		34.90
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		38.84
13050 - Library Aide/Clerk		17.04
13054 - Library Information Technology Systems Administrator		35.07
13058 - Library Technician		21.85
13061 - Media Specialist I		25.31
13062 - Media Specialist II		28.32
13063 - Media Specialist III		31.55
13071 - Photographer I		18.35
13072 - Photographer II		20.53
13073 - Photographer III		25.39
13074 - Photographer IV		31.11
13075 - Photographer V		37.64
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		40.88

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 34.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.06
15086 - Maintenance Test Pilot Rotary Wing 49.06
15088 - Non-Maintenance Test/Co-Pilot 49.06
15090 - Technical Instructor 30.12
15095 - Technical Instructor/Course Developer 36.85
15110 - Test Proctor 24.32
15120 - Tutor 24.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.19
16030 - Counter Attendant 15.19
16040 - Dry Cleaner 18.12
16070 - Finisher Flatwork Machine 15.19
16090 - Presser Hand 15.19
16110 - Presser Machine Drycleaning 15.19
16130 - Presser Machine Shirts 15.19
16160 - Presser Machine Wearing Apparel Laundry 15.19
16190 - Sewing Machine Operator 18.88
16220 - Tailor 19.63
16250 - Washer Machine 16.61
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 33.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.25
21030 - Material Coordinator 26.18
21040 - Material Expediter 26.18
21050 - Material Handling Laborer 13.87
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 20.25
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 20.25
21410 - Warehouse Specialist 20.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.69
23019 - Aircraft Logs and Records Technician 31.82
23021 - Aircraft Mechanic I 38.64
23022 - Aircraft Mechanic II 40.69
23023 - Aircraft Mechanic III 42.68
23040 - Aircraft Mechanic Helper 27.19
23050 - Aircraft Painter 36.70
23060 - Aircraft Servicer 31.82
23070 - Aircraft Survival Flight Equipment Technician 36.70
23080 - Aircraft Worker 33.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.64
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	23.60
23140 - Carpet Layer	20.49
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician Maintenance I	30.70
23182 - Electronics Technician Maintenance II	32.60
23183 - Electronics Technician Maintenance III	34.33
23260 - Fabric Worker	24.29
23290 - Fire Alarm System Mechanic	27.91
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	34.34
23312 - Fuel Distribution System Operator	26.42
23370 - General Maintenance Worker	22.64
23380 - Ground Support Equipment Mechanic	38.64
23381 - Ground Support Equipment Servicer	31.82
23382 - Ground Support Equipment Worker	33.84
23391 - Gunsmith I	22.38
23392 - Gunsmith II	26.02
23393 - Gunsmith III	29.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.50
23430 - Heavy Equipment Mechanic	28.32
23440 - Heavy Equipment Operator	24.05
23460 - Instrument Mechanic	33.08
23465 - Laboratory/Shelter Mechanic	27.63
23470 - Laborer	13.87
23510 - Locksmith	30.95
23530 - Machinery Maintenance Mechanic	29.39
23550 - Machinist Maintenance	26.10
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	33.08
23592 - Metrology Technician II	34.84
23593 - Metrology Technician III	36.54
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	27.04
23820 - Pneudraulic Systems Mechanic	29.09
23850 - Rigger	28.23
23870 - Scale Mechanic	26.02
23890 - Sheet-Metal Worker Maintenance	26.70
23910 - Small Engine Mechanic	20.63
23931 - Telecommunications Mechanic I	33.90

23932 - Telecommunications Mechanic II 35.70
23950 - Telephone Lineman 34.02
23960 - Welder Combination Maintenance 24.34
23965 - Well Driller 25.20
23970 - Woodcraft Worker 29.09
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.05
24570 - Child Care Attendant 13.96
24580 - Child Care Center Clerk 17.41
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 20.05
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.55
25040 - Sewage Plant Operator 26.77
25070 - Stationary Engineer 33.55
25190 - Ventilation Equipment Tender 23.62
25210 - Water Treatment Plant Operator 26.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.66
27007 - Baggage Inspector 17.28
27008 - Corrections Officer 27.86
27010 - Court Security Officer 29.37
27030 - Detection Dog Handler 19.33
27040 - Detention Officer 27.86
27070 - Firefighter 30.87
27101 - Guard I 17.28
27102 - Guard II 19.33
27131 - Police Officer I 31.63
27132 - Police Officer II 35.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.62
28042 - Carnival Equipment Repairer 15.98
28043 - Carnival Worker 10.80
28210 - Gate Attendant/Gate Tender 15.74
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.62
28510 - Recreation Aide/Health Facility Attendant 12.85
28515 - Recreation Specialist 20.76
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 18.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.54
29020 - Hatch Tender 33.54
29030 - Line Handler 33.54
29041 - Stevedore I 31.31
29042 - Stevedore II 35.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 29.89
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 26.31
30221 - Latent Fingerprint Technician I 34.67
30222 - Latent Fingerprint Technician II 38.29
30240 - Mathematical Technician 28.94
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
30375 - Petroleum Supply Specialist 35.36
30390 - Photo-Optics Technician 28.90
30395 - Radiation Control Technician 35.36
30461 - Technical Writer I 27.62
30462 - Technical Writer II 33.80
30463 - Technical Writer III 40.88
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 32.01
30502 - Weather Forecaster II 38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.01
30621 - Weather Observer Senior (see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.84
31030 - Bus Driver 21.58

31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	18.75
31310 - Taxi Driver	16.10
31361 - Truckdriver Light	18.75
31362 - Truckdriver Medium	20.35
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.90
99050 - Desk Clerk	14.00
99095 - Embalmer	34.10
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	35.17
99310 - Mortician	34.10
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	16.34
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	30.57
99831 - Surveying Aide	18.99
99832 - Surveying Technician	27.06
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4287
Revision No.: 17
Date Of Last Revision: 04/07/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Fredericksburg Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		35.58
01035 - Court Reporter		26.42
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.30
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		22.02
01070 - Document Preparation Clerk		18.04
01090 - Duplicating Machine Operator		18.04
01111 - General Clerk I		15.92
01112 - General Clerk II		17.38

01113 - General Clerk III 19.52
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 19.79
01191 - Order Clerk I 15.29
01192 - Order Clerk II 16.68
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 18.61
01311 - Secretary I 18.61
01312 - Secretary II 20.81
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 19.69
01410 - Supply Technician 35.58
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 16.94
01531 - Travel Clerk I 17.63
01532 - Travel Clerk II 19.21
01533 - Travel Clerk III 20.67
01611 - Word Processor I 18.62
01612 - Word Processor II 20.92
01613 - Word Processor III 23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 28.60
05010 - Automotive Electrician 25.03
05040 - Automotive Glass Installer 23.58
05070 - Automotive Worker 23.58
05110 - Mobile Equipment Servicer 20.28
05130 - Motor Equipment Metal Mechanic 26.36
05160 - Motor Equipment Metal Worker 23.58
05190 - Motor Vehicle Mechanic 26.36
05220 - Motor Vehicle Mechanic Helper 18.55
05250 - Motor Vehicle Upholstery Worker 22.01
05280 - Motor Vehicle Wrecker 23.58
05310 - Painter Automotive 25.03
05340 - Radiator Repair Specialist 23.58
05370 - Tire Repairer 13.89
05400 - Transmission Repair Specialist 26.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.74
07041 - Cook I 16.93
07042 - Cook II 19.68
07070 - Dishwasher 13.37
07130 - Food Service Worker 13.51
07210 - Meat Cutter 20.41
07260 - Waiter/Waitress 12.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.85

09040 - Furniture Handler 14.06
09080 - Furniture Refinisher 20.23
09090 - Furniture Refinisher Helper 15.52
09110 - Furniture Repairer Minor 17.94
09130 - Upholsterer 19.86
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.02
11060 - Elevator Operator 15.40
11090 - Gardener 21.24
11122 - Housekeeping Aide 15.40
11150 - Janitor 15.40
11210 - Laborer Grounds Maintenance 15.85
11240 - Maid or Houseman 14.58
11260 - Pruner 14.86
11270 - Tractor Operator 19.43
11330 - Trail Maintenance Worker 15.85
11360 - Window Cleaner 16.42
12000 - Health Occupations
12010 - Ambulance Driver 23.71
12011 - Breath Alcohol Technician 23.71
12012 - Certified Occupational Therapist Assistant 33.40
12015 - Certified Physical Therapist Assistant 27.29
12020 - Dental Assistant 23.78
12025 - Dental Hygienist 50.57
12030 - EKG Technician 34.67
12035 - Electroneurodiagnostic Technologist 34.67
12040 - Emergency Medical Technician 23.71
12071 - Licensed Practical Nurse I 20.72
12072 - Licensed Practical Nurse II 23.16
12073 - Licensed Practical Nurse III 25.82
12100 - Medical Assistant 18.95
12130 - Medical Laboratory Technician 27.80
12160 - Medical Record Clerk 20.86
12190 - Medical Record Technician 24.60
12195 - Medical Transcriptionist 20.72
12210 - Nuclear Medicine Technologist 42.47
12221 - Nursing Assistant I 12.61
12222 - Nursing Assistant II 14.17
12223 - Nursing Assistant III 15.46
12224 - Nursing Assistant IV 17.37
12235 - Optical Dispenser 25.02
12236 - Optical Technician 21.03
12250 - Pharmacy Technician 18.40
12280 - Phlebotomist 19.43
12305 - Radiologic Technologist 36.21
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)		29.37
12320 - Substance Abuse Treatment Counselor		27.59
13000 - Information And Arts Occupations		
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		17.04
13054 - Library Information Technology Systems Administrator		38.33
13058 - Library Technician		23.10
13061 - Media Specialist I		27.67
13062 - Media Specialist II		30.94
13063 - Media Specialist III		34.50
13071 - Photographer I		18.45
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.84
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	26.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		43.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		35.88
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 16.58
16030 - Counter Attendant 16.58
16040 - Dry Cleaner 18.94
16070 - Finisher Flatwork Machine 16.58
16090 - Presser Hand 16.58
16110 - Presser Machine Drycleaning 16.58
16130 - Presser Machine Shirts 16.58
16160 - Presser Machine Wearing Apparel Laundry 16.58
16190 - Sewing Machine Operator 19.73
16220 - Tailor 20.52
16250 - Washer Machine 17.37
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.82
19040 - Tool And Die Maker 35.01
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.95
21030 - Material Coordinator 26.81
21040 - Material Expediter 26.81
21050 - Material Handling Laborer 14.62
21071 - Order Filler 14.45
21080 - Production Line Worker (Food Processing) 20.95
21110 - Shipping Packer 18.17
21130 - Shipping/Receiving Clerk 18.17
21140 - Store Worker I 15.79
21150 - Stock Clerk 19.69
21210 - Tools And Parts Attendant 20.95
21410 - Warehouse Specialist 20.95
23000 - Mechanics And Maintenance And Repair Occupations
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 21.75

23120 - Bicycle Repairer	16.73
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	24.81
23140 - Carpet Layer	20.49
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	30.70
23182 - Electronics Technician Maintenance II	32.60
23183 - Electronics Technician Maintenance III	34.33
23260 - Fabric Worker	25.34
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	23.35
23311 - Fuel Distribution System Mechanic	36.27
23312 - Fuel Distribution System Operator	27.91
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	23.35
23392 - Gunsmith II	27.15
23393 - Gunsmith III	30.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430 - Heavy Equipment Mechanic	28.46
23440 - Heavy Equipment Operator	24.69
23460 - Instrument Mechanic	33.14
23465 - Laboratory/Shelter Mechanic	28.82
23470 - Laborer	14.53
23510 - Locksmith	32.72
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist Maintenance	27.42
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	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.82
23790 - Pipefitter Maintenance	28.84
23810 - Plumber Maintenance	27.39
23820 - Pneudraulic Systems Mechanic	30.35
23850 - Rigger	28.23
23870 - Scale Mechanic	27.15
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	35.40
23960 - Welder Combination Maintenance	25.07

23965 - Well Driller 25.57
23970 - Woodcraft Worker 30.35
23980 - Woodworker 23.35
24000 - Personal Needs Occupations
24550 - Case Manager 20.05
24570 - Child Care Attendant 15.17
24580 - Child Care Center Clerk 18.91
24610 - Chore Aide 14.29
24620 - Family Readiness And Support Services Coordinator 20.05
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 35.53
25040 - Sewage Plant Operator 28.29
25070 - Stationary Engineer 35.53
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 28.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.83
27007 - Baggage Inspector 18.06
27008 - Corrections Officer 29.35
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.20
27040 - Detention Officer 29.35
27070 - Firefighter 31.96
27101 - Guard I 18.06
27102 - Guard II 20.20
27131 - Police Officer I 32.66
27132 - Police Officer II 36.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.37
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 11.76
28210 - Gate Attendant/Gate Tender 17.09
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 19.11
28510 - Recreation Aide/Health Facility Attendant 13.94
28515 - Recreation Specialist 23.67
28630 - Sports Official 15.21
28690 - Swimming Pool Operator 19.53
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.43

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		27.47
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.56
30240 - Mathematical Technician		31.83
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
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		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		32.01
30502 - Weather Forecaster II		38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.01
30621 - Weather Observer Senior	(see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		14.84
31030 - Bus Driver		21.58
31043 - Driver Courier		18.86
31260 - Parking and Lot Attendant		14.50
31290 - Shuttle Bus Driver		19.93

31310 - Taxi Driver	17.71
31361 - Truckdriver Light	20.62
31362 - Truckdriver Medium	22.39
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	12.54
99050 - Desk Clerk	14.61
99095 - Embalmer	34.10
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.86
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	35.57
99310 - Mortician	34.10
99410 - Pest Controller	21.89
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	13.71
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	19.26
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4288
Revision No.: 16
Date Of Last Revision: 04/23/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Fredericksburg Spotsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.10
01012 - Accounting Clerk II		21.44
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		34.70
01035 - Court Reporter		24.02
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		17.01
01043 - Customer Service Representative III		18.56
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher Motor Vehicle		20.54
01070 - Document Preparation Clerk		17.75

01090 - Duplicating Machine Operator	17.75
01111 - General Clerk I	15.11
01112 - General Clerk II	16.49
01113 - General Clerk III	18.51
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	18.38
01191 - Order Clerk I	15.29
01192 - Order Clerk II	16.68
01261 - Personnel Assistant (Employment) I	19.09
01262 - Personnel Assistant (Employment) II	21.36
01263 - Personnel Assistant (Employment) III	23.81
01270 - Production Control Clerk	26.18
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	18.36
01410 - Supply Technician	34.70
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.69
01531 - Travel Clerk I	17.63
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	20.67
01611 - Word Processor I	17.41
01612 - Word Processor II	19.55
01613 - Word Processor III	21.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.60
05010 - Automotive Electrician	24.50
05040 - Automotive Glass Installer	23.07
05070 - Automotive Worker	23.07
05110 - Mobile Equipment Servicer	19.84
05130 - Motor Equipment Metal Mechanic	25.79
05160 - Motor Equipment Metal Worker	23.07
05190 - Motor Vehicle Mechanic	25.79
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	23.07
05310 - Painter Automotive	24.50
05340 - Radiator Repair Specialist	23.07
05370 - Tire Repairer	13.64
05400 - Transmission Repair Specialist	25.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.47
07042 - Cook II	19.15
07070 - Dishwasher	12.96
07130 - Food Service Worker	13.07
07210 - Meat Cutter	20.41

07260 - Waiter/Waitress	11.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	14.41
11090 - Gardener	20.42
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	15.24
11240 - Maid or Houseman	13.85
11260 - Pruner	13.80
11270 - Tractor Operator	18.68
11330 - Trail Maintenance Worker	15.24
11360 - Window Cleaner	15.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.71
12011 - Breath Alcohol Technician	23.39
12012 - Certified Occupational Therapist Assistant	33.40
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	22.82
12025 - Dental Hygienist	50.57
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	23.71
12071 - Licensed Practical Nurse I	20.26
12072 - Licensed Practical Nurse II	22.67
12073 - Licensed Practical Nurse III	25.27
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	25.27
12160 - Medical Record Clerk	18.96
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	20.67
12210 - Nuclear Medicine Technologist	41.59
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.74
12223 - Nursing Assistant III	14.99
12224 - Nursing Assistant IV	16.83
12235 - Optical Dispenser	25.02
12236 - Optical Technician	21.03
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.35
12305 - Radiologic Technologist	35.25
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)		28.97
12320 - Substance Abuse Treatment Counselor		27.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.03
13012 - Exhibits Specialist II		28.53
13013 - Exhibits Specialist III		34.90
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		38.84
13050 - Library Aide/Clerk		17.04
13054 - Library Information Technology Systems Administrator		35.07
13058 - Library Technician		21.85
13061 - Media Specialist I		25.31
13062 - Media Specialist II		28.32
13063 - Media Specialist III		31.55
13071 - Photographer I		18.32
13072 - Photographer II		20.79
13073 - Photographer III		26.04
13074 - Photographer IV		31.52
13075 - Photographer V		37.14
13090 - Technical Order Library Clerk		21.40
13110 - Video Teleconference Technician		28.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		38.69
15000 - Instructional Occupations		
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		40.88

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 34.72
15085 - Maintenance Test Pilot Fixed Jet/Prop 49.06
15086 - Maintenance Test Pilot Rotary Wing 49.06
15088 - Non-Maintenance Test/Co-Pilot 49.06
15090 - Technical Instructor 30.12
15095 - Technical Instructor/Course Developer 36.85
15110 - Test Proctor 24.32
15120 - Tutor 24.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 15.19
16030 - Counter Attendant 15.19
16040 - Dry Cleaner 18.12
16070 - Finisher Flatwork Machine 15.19
16090 - Presser Hand 15.19
16110 - Presser Machine Drycleaning 15.19
16130 - Presser Machine Shirts 15.19
16160 - Presser Machine Wearing Apparel Laundry 15.19
16190 - Sewing Machine Operator 18.88
16220 - Tailor 19.63
16250 - Washer Machine 16.61
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 33.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.25
21030 - Material Coordinator 26.18
21040 - Material Expediter 26.18
21050 - Material Handling Laborer 14.62
21071 - Order Filler 14.30
21080 - Production Line Worker (Food Processing) 20.25
21110 - Shipping Packer 18.13
21130 - Shipping/Receiving Clerk 18.13
21140 - Store Worker I 15.10
21150 - Stock Clerk 19.49
21210 - Tools And Parts Attendant 20.25
21410 - Warehouse Specialist 20.25
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.69
23019 - Aircraft Logs and Records Technician 31.82
23021 - Aircraft Mechanic I 38.64
23022 - Aircraft Mechanic II 40.69
23023 - Aircraft Mechanic III 42.68
23040 - Aircraft Mechanic Helper 27.19
23050 - Aircraft Painter 36.70
23060 - Aircraft Servicer 31.82
23070 - Aircraft Survival Flight Equipment Technician 36.70
23080 - Aircraft Worker 33.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.84

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.64
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	23.60
23140 - Carpet Layer	20.49
23160 - Electrician Maintenance	29.53
23181 - Electronics Technician Maintenance I	30.70
23182 - Electronics Technician Maintenance II	32.60
23183 - Electronics Technician Maintenance III	34.33
23260 - Fabric Worker	24.29
23290 - Fire Alarm System Mechanic	27.91
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	34.34
23312 - Fuel Distribution System Operator	26.42
23370 - General Maintenance Worker	22.64
23380 - Ground Support Equipment Mechanic	38.64
23381 - Ground Support Equipment Servicer	31.82
23382 - Ground Support Equipment Worker	33.84
23391 - Gunsmith I	22.38
23392 - Gunsmith II	26.02
23393 - Gunsmith III	29.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.50
23430 - Heavy Equipment Mechanic	28.32
23440 - Heavy Equipment Operator	24.05
23460 - Instrument Mechanic	33.08
23465 - Laboratory/Shelter Mechanic	27.63
23470 - Laborer	13.87
23510 - Locksmith	30.95
23530 - Machinery Maintenance Mechanic	29.39
23550 - Machinist Maintenance	26.10
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	33.08
23592 - Metrology Technician II	34.84
23593 - Metrology Technician III	36.54
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	27.04
23820 - Pneudraulic Systems Mechanic	29.09
23850 - Rigger	28.23
23870 - Scale Mechanic	26.02
23890 - Sheet-Metal Worker Maintenance	26.70
23910 - Small Engine Mechanic	20.63
23931 - Telecommunications Mechanic I	33.90

23932 - Telecommunications Mechanic II 35.70
23950 - Telephone Lineman 34.02
23960 - Welder Combination Maintenance 24.34
23965 - Well Driller 25.20
23970 - Woodcraft Worker 29.09
23980 - Woodworker 22.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.05
24570 - Child Care Attendant 13.96
24580 - Child Care Center Clerk 17.41
24610 - Chore Aide 12.99
24620 - Family Readiness And Support Services Coordinator 20.05
24630 - Homemaker 20.05
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.55
25040 - Sewage Plant Operator 26.77
25070 - Stationary Engineer 33.55
25190 - Ventilation Equipment Tender 23.62
25210 - Water Treatment Plant Operator 26.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.83
27007 - Baggage Inspector 17.28
27008 - Corrections Officer 27.86
27010 - Court Security Officer 29.37
27030 - Detection Dog Handler 19.44
27040 - Detention Officer 27.86
27070 - Firefighter 30.87
27101 - Guard I 17.28
27102 - Guard II 19.44
27131 - Police Officer I 31.63
27132 - Police Officer II 35.14
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.62
28042 - Carnival Equipment Repairer 15.98
28043 - Carnival Worker 10.80
28210 - Gate Attendant/Gate Tender 15.74
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 17.62
28510 - Recreation Aide/Health Facility Attendant 12.85
28515 - Recreation Specialist 21.74
28630 - Sports Official 14.03
28690 - Swimming Pool Operator 18.57
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.54
29020 - Hatch Tender 33.54
29030 - Line Handler 33.54
29041 - Stevedore I 31.31
29042 - Stevedore II 35.62
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 29.89
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 26.31
30221 - Latent Fingerprint Technician I 34.67
30222 - Latent Fingerprint Technician II 38.29
30240 - Mathematical Technician 28.94
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
30375 - Petroleum Supply Specialist 35.36
30390 - Photo-Optics Technician 28.90
30395 - Radiation Control Technician 35.36
30461 - Technical Writer I 27.62
30462 - Technical Writer II 33.80
30463 - Technical Writer III 40.88
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 32.01
30502 - Weather Forecaster II 38.93
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 26.01
30621 - Weather Observer Senior (see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.84
31030 - Bus Driver 21.58

31043 - Driver Courier	17.15
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	18.75
31310 - Taxi Driver	16.10
31361 - Truckdriver Light	18.75
31362 - Truckdriver Medium	20.35
31363 - Truckdriver Heavy	23.11
31364 - Truckdriver Tractor-Trailer	23.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.90
99050 - Desk Clerk	14.00
99095 - Embalmer	34.10
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.91
99260 - Marketing Analyst	35.17
99310 - Mortician	34.10
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	16.34
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	12.74
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	28.48
99831 - Surveying Aide	17.70
99832 - Surveying Technician	27.06
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67
99842 - Vending Machine Repairer Helper	15.48

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4289
Revision No.: 15
Date Of Last Revision: 04/15/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Allegany

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.89
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		20.18
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
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 12.18
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 14.94
01532 - Travel Clerk II 16.31
01533 - Travel Clerk III 17.68
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
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 15.19
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.92
07041 - Cook I 14.88
07042 - Cook II 16.06
07070 - Dishwasher 11.55
07130 - Food Service Worker 11.79
07210 - Meat Cutter 15.60
07260 - Waiter/Waitress 10.74
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.49
11060 - Elevator Operator 11.49
11090 - Gardener 17.52
11122 - Housekeeping Aide 11.83
11150 - Janitor 11.83
11210 - Laborer Grounds Maintenance 13.07
11240 - Maid or Houseman 12.76
11260 - Pruner 11.76
11270 - Tractor Operator 15.51
11330 - Trail Maintenance Worker 13.07
11360 - Window Cleaner 12.85
12000 - Health Occupations
12010 - Ambulance Driver 20.05
12011 - Breath Alcohol Technician 19.82
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 16.45
12130 - Medical Laboratory Technician 25.41
12160 - Medical Record Clerk 17.08
12190 - Medical Record Technician 22.24
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 31.11
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)		24.30
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
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		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.07
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
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		42.92

15086 - Maintenance Test Pilot Rotary Wing 42.92
15088 - Non-Maintenance Test/Co-Pilot 42.92
15090 - Technical Instructor 22.30
15095 - Technical Instructor/Course Developer 27.29
15110 - Test Proctor 19.04
15120 - Tutor 19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.72
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.86
16220 - Tailor 16.95
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.08
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.55
21030 - Material Coordinator 24.23
21040 - Material Expediter 24.23
21050 - Material Handling Laborer 13.83
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 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 19.55
21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
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 20.01
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 21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.04
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 21.24
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 27.14
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
24000 - Personal Needs Occupations	
24550 - Case Manager	14.60
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	11.17
24620 - Family Readiness And Support Services Coordinator	14.60
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.59
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	23.97
25190 - Ventilation Equipment Tender	19.78
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.93
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	16.21
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	14.49
27102 - Guard II	16.21
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
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	13.72
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
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		19.53
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		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		17.21
31030 - Bus Driver		20.95
31043 - Driver Courier		16.84
31260 - Parking and Lot Attendant		15.81
31290 - Shuttle Bus Driver		17.49

31310 - Taxi Driver	15.83
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.16
31363 - Truckdriver Heavy	21.77
31364 - Truckdriver Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.63
99050 - Desk Clerk	11.50
99095 - Embalmer	26.70
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.60
99252 - Laboratory Animal Caretaker II	14.31
99260 - Marketing Analyst	23.46
99310 - Mortician	26.70
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.07
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	16.12
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	19.77
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	22.69
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4290
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Allegany

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		11.23
01042 - Customer Service Representative II		12.63
01043 - Customer Service Representative III		13.78
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		20.18
01070 - Document Preparation Clerk		14.22

01090 - Duplicating Machine Operator 14.22
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 12.18
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 14.35
01532 - Travel Clerk II 15.68
01533 - Travel Clerk III 16.99
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
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 13.81
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 14.88
07042 - Cook II 16.06
07070 - Dishwasher 10.88
07130 - Food Service Worker 11.02
07210 - Meat Cutter 15.60

07260 - Waiter/Waitress	10.35
09000 - Furniture Maintenance And Repair Occupations	
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
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	13.07
11240 - Maid or Houseman	12.31
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	19.82
12012 - Certified Occupational Therapist Assistant	29.91
12015 - Certified Physical Therapist Assistant	31.15
12020 - Dental Assistant	19.34
12025 - Dental Hygienist	37.72
12030 - EKG Technician	31.07
12035 - Electroneurodiagnostic Technologist	31.07
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	15.57
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	16.85
12190 - Medical Record Technician	22.24
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	43.55
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.71
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.53
12305 - Radiologic Technologist	31.11
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)		24.30
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.84
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
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 39.02
15086 - Maintenance Test Pilot Rotary Wing 39.02
15088 - Non-Maintenance Test/Co-Pilot 39.02
15090 - Technical Instructor 22.30
15095 - Technical Instructor/Course Developer 27.29
15110 - Test Proctor 19.04
15120 - Tutor 19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.57
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.70
16220 - Tailor 16.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.08
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.94
21030 - Material Coordinator 24.23
21040 - Material Expediter 24.23
21050 - Material Handling Laborer 13.83
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.94
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 18.94
21410 - Warehouse Specialist 18.94
23000 - Mechanics And Maintenance And Repair Occupations
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 20.01
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 21.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.96
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 21.24
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 27.14
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
24000 - Personal Needs Occupations	
24550 - Case Manager	14.60
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	14.60
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.59
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	23.97
25190 - Ventilation Equipment Tender	19.78
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.93
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	16.21
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	14.49
27102 - Guard II	16.21
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	15.86
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	12.95
28515 - Recreation Specialist	21.98
28630 - Sports Official	14.12
28690 - Swimming Pool Operator	22.69
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.92
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.53
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 23.36
30052 - Cryogenic Technician II 25.81
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 21.10
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 19.53
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 25.81
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 23.12
30462 - Technical Writer II 28.28
30463 - Technical Writer III 34.21
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 17.21
31030 - Bus Driver 20.85

31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	15.81
31290 - Shuttle Bus Driver	17.49
31310 - Taxi Driver	15.83
31361 - Truckdriver Light	17.49
31362 - Truckdriver Medium	18.16
31363 - Truckdriver Heavy	20.89
31364 - Truckdriver Tractor-Trailer	20.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.99
99050 - Desk Clerk	11.29
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.60
99252 - Laboratory Animal Caretaker II	14.31
99260 - Marketing Analyst	23.46
99310 - Mortician	26.70
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.52
99711 - Recycling Specialist	16.55
99730 - Refuse Collector	14.65
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	19.57
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	22.69
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4291
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Mineral

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.05
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.64
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.89
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		14.07
01052 - Data Entry Operator II		15.36
01060 - Dispatcher Motor Vehicle		17.12
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49

01113 - General Clerk III 16.27
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.59
01191 - Order Clerk I 13.03
01192 - Order Clerk II 14.22
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 14.84
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 15.31
01410 - Supply Technician 24.64
01420 - Survey Worker 17.01
01460 - Switchboard Operator/Receptionist 13.40
01531 - Travel Clerk I 14.94
01532 - Travel Clerk II 16.31
01533 - Travel Clerk III 17.68
01611 - Word Processor I 14.22
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.01
05010 - Automotive Electrician 19.60
05040 - Automotive Glass Installer 18.82
05070 - Automotive Worker 18.82
05110 - Mobile Equipment Servicer 17.45
05130 - Motor Equipment Metal Mechanic 20.36
05160 - Motor Equipment Metal Worker 18.82
05190 - Motor Vehicle Mechanic 20.36
05220 - Motor Vehicle Mechanic Helper 16.80
05250 - Motor Vehicle Upholstery Worker 18.11
05280 - Motor Vehicle Wrecker 18.82
05310 - Painter Automotive 19.60
05340 - Radiator Repair Specialist 18.82
05370 - Tire Repairer 16.36
05400 - Transmission Repair Specialist 20.36
07000 - Food Preparation And Service Occupations
07010 - Baker 12.77
07041 - Cook I 14.66
07042 - Cook II 16.06
07070 - Dishwasher 11.55
07130 - Food Service Worker 11.79
07210 - Meat Cutter 13.52
07260 - Waiter/Waitress 10.74
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.86

09040 - Furniture Handler 17.77
09080 - Furniture Refinisher 21.80
09090 - Furniture Refinisher Helper 19.26
09110 - Furniture Repairer Minor 20.77
09130 - Upholsterer 21.80
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.49
11060 - Elevator Operator 11.49
11090 - Gardener 13.38
11122 - Housekeeping Aide 11.70
11150 - Janitor 11.70
11210 - Laborer Grounds Maintenance 11.89
11240 - Maid or Houseman 12.76
11260 - Pruner 11.41
11270 - Tractor Operator 12.89
11330 - Trail Maintenance Worker 11.89
11360 - Window Cleaner 12.20
12000 - Health Occupations
12010 - Ambulance Driver 19.35
12011 - Breath Alcohol Technician 20.80
12012 - Certified Occupational Therapist Assistant 30.19
12015 - Certified Physical Therapist Assistant 29.73
12020 - Dental Assistant 21.27
12025 - Dental Hygienist 29.95
12030 - EKG Technician 31.52
12035 - Electroneurodiagnostic Technologist 31.52
12040 - Emergency Medical Technician 19.35
12071 - Licensed Practical Nurse I 18.60
12072 - Licensed Practical Nurse II 20.80
12073 - Licensed Practical Nurse III 23.18
12100 - Medical Assistant 16.45
12130 - Medical Laboratory Technician 24.11
12160 - Medical Record Clerk 15.00
12190 - Medical Record Technician 22.24
12195 - Medical Transcriptionist 18.60
12210 - Nuclear Medicine Technologist 45.70
12221 - Nursing Assistant I 12.08
12222 - Nursing Assistant II 13.59
12223 - Nursing Assistant III 14.82
12224 - Nursing Assistant IV 16.63
12235 - Optical Dispenser 20.80
12236 - Optical Technician 18.60
12250 - Pharmacy Technician 14.71
12280 - Phlebotomist 18.60
12305 - Radiologic Technologist 29.43
12311 - Registered Nurse I 23.43
12312 - Registered Nurse II 28.66
12313 - Registered Nurse II Specialist 28.66
12314 - Registered Nurse III 34.68
12315 - Registered Nurse III Anesthetist 34.68

12316 - Registered Nurse IV		41.56
12317 - Scheduler (Drug and Alcohol Testing)		25.76
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
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		24.65
13050 - Library Aide/Clerk		13.79
13054 - Library Information Technology Systems Administrator		22.26
13058 - Library Technician		17.97
13061 - Media Specialist I		16.07
13062 - Media Specialist II		17.97
13063 - Media Specialist III		20.03
13071 - Photographer I		16.07
13072 - Photographer II		17.97
13073 - Photographer III		22.26
13074 - Photographer IV		27.23
13075 - Photographer V		32.95
13090 - Technical Order Library Clerk		17.97
13110 - Video Teleconference Technician		16.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		27.76
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		44.05
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		26.91
15070 - Flight Instructor (Pilot)		44.05
15080 - Graphic Artist		23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.92

15086 - Maintenance Test Pilot Rotary Wing 42.92
15088 - Non-Maintenance Test/Co-Pilot 42.92
15090 - Technical Instructor 19.07
15095 - Technical Instructor/Course Developer 23.77
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.72
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.86
16220 - Tailor 16.95
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.08
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.55
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 13.18
21071 - Order Filler 12.60
21080 - Production Line Worker (Food Processing) 19.55
21110 - Shipping Packer 16.81
21130 - Shipping/Receiving Clerk 16.81
21140 - Store Worker I 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 19.55
21410 - Warehouse Specialist 19.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.81
23019 - Aircraft Logs and Records Technician 21.33
23021 - Aircraft Mechanic I 23.97
23022 - Aircraft Mechanic II 24.81
23023 - Aircraft Mechanic III 25.71
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 23.97
23110 - Appliance Mechanic 23.08

23120 - Bicycle Repairer 20.01
23125 - Cable Splicer 24.87
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 23.97
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 19.82
23380 - Ground Support Equipment Mechanic 23.97
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 21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.04
23430 - Heavy Equipment Mechanic 21.42
23440 - Heavy Equipment Operator 21.02
23460 - Instrument Mechanic 23.97
23465 - Laboratory/Shelter Mechanic 23.08
23470 - Laborer 13.18
23510 - Locksmith 23.08
23530 - Machinery Maintenance Mechanic 23.42
23550 - Machinist Maintenance 26.81
23580 - Maintenance Trades Helper 17.51
23591 - Metrology Technician I 23.97
23592 - Metrology Technician II 24.81
23593 - Metrology Technician III 25.71
23640 - Millwright 23.97
23710 - Office Appliance Repairer 21.16
23760 - Painter Maintenance 23.08
23790 - Pipefitter Maintenance 30.35
23810 - Plumber Maintenance 30.35
23820 - Pneudraulic Systems Mechanic 23.97
23850 - Rigger 23.97
23870 - Scale Mechanic 22.16
23890 - Sheet-Metal Worker Maintenance 26.21
23910 - Small Engine Mechanic 22.16
23931 - Telecommunications Mechanic I 26.37
23932 - Telecommunications Mechanic II 27.29
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 22.58

23965 - Well Driller	23.97
23970 - Woodcraft Worker	23.97
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	12.19
24570 - Child Care Attendant	11.20
24580 - Child Care Center Clerk	13.96
24610 - Chore Aide	11.17
24620 - Family Readiness And Support Services Coordinator	12.19
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	23.97
25190 - Ventilation Equipment Tender	19.78
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	13.93
27008 - Corrections Officer	22.63
27010 - Court Security Officer	17.27
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	22.63
27070 - Firefighter	22.67
27101 - Guard I	13.93
27102 - Guard II	15.58
27131 - Police Officer I	22.45
27132 - Police Officer II	24.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.09
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Worker	8.26
28210 - Gate Attendant/Gate Tender	17.45
28310 - Lifeguard	13.72
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	21.53
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		23.61
30051 - Cryogenic Technician I		25.70
30052 - Cryogenic Technician II		28.39
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.41
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		20.93
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		25.70
30222 - Latent Fingerprint Technician II		28.39
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		23.49
30363 - Paralegal/Legal Assistant III		28.75
30364 - Paralegal/Legal Assistant IV		34.79
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		26.27
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		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.41
30502 - Weather Forecaster II		33.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.18
31030 - Bus Driver		18.92
31043 - Driver Courier		14.80
31260 - Parking and Lot Attendant		13.88
31290 - Shuttle Bus Driver		15.37

31310 - Taxi Driver	15.13
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	16.90
31363 - Truckdriver Heavy	21.77
31364 - Truckdriver Tractor-Trailer	21.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.63
99050 - Desk Clerk	11.50
99095 - Embalmer	30.90
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.46
99260 - Marketing Analyst	23.46
99310 - Mortician	30.90
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.80
99711 - Recycling Specialist	18.21
99730 - Refuse Collector	16.12
99810 - Sales Clerk	11.91
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	19.90
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	22.69
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4292
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Mineral

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.86
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.64
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.23
01042 - Customer Service Representative II		12.63
01043 - Customer Service Representative III		13.78
01051 - Data Entry Operator I		14.07
01052 - Data Entry Operator II		15.36
01060 - Dispatcher Motor Vehicle		16.80
01070 - Document Preparation Clerk		14.22

01090 - Duplicating Machine Operator 14.22
01111 - General Clerk I 13.28
01112 - General Clerk II 14.49
01113 - General Clerk III 16.26
01120 - Housing Referral Assistant 19.91
01141 - Messenger Courier 11.59
01191 - Order Clerk I 13.03
01192 - Order Clerk II 14.22
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 22.28
01290 - Rental Clerk 14.84
01300 - Scheduler Maintenance 15.96
01311 - Secretary I 15.96
01312 - Secretary II 17.86
01313 - Secretary III 19.91
01320 - Service Order Dispatcher 15.01
01410 - Supply Technician 24.64
01420 - Survey Worker 17.01
01460 - Switchboard Operator/Receptionist 13.15
01531 - Travel Clerk I 14.35
01532 - Travel Clerk II 15.68
01533 - Travel Clerk III 16.99
01611 - Word Processor I 14.22
01612 - Word Processor II 15.96
01613 - Word Processor III 17.86
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.01
05010 - Automotive Electrician 18.97
05040 - Automotive Glass Installer 18.22
05070 - Automotive Worker 18.22
05110 - Mobile Equipment Servicer 16.89
05130 - Motor Equipment Metal Mechanic 19.71
05160 - Motor Equipment Metal Worker 18.22
05190 - Motor Vehicle Mechanic 19.71
05220 - Motor Vehicle Mechanic Helper 16.27
05250 - Motor Vehicle Upholstery Worker 17.53
05280 - Motor Vehicle Wrecker 18.22
05310 - Painter Automotive 18.97
05340 - Radiator Repair Specialist 18.22
05370 - Tire Repairer 14.87
05400 - Transmission Repair Specialist 19.71
07000 - Food Preparation And Service Occupations
07010 - Baker 11.61
07041 - Cook I 14.66
07042 - Cook II 16.06
07070 - Dishwasher 10.73
07130 - Food Service Worker 11.00
07210 - Meat Cutter 12.29

07260 - Waiter/Waitress	10.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.86
09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	19.26
09110 - Furniture Repairer Minor	20.77
09130 - Upholsterer	21.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.47
11060 - Elevator Operator	11.47
11090 - Gardener	12.95
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	11.50
11240 - Maid or Houseman	12.31
11260 - Pruner	11.03
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	11.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	30.19
12015 - Certified Physical Therapist Assistant	29.73
12020 - Dental Assistant	19.34
12025 - Dental Hygienist	29.95
12030 - EKG Technician	29.96
12035 - Electroneurodiagnostic Technologist	29.96
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	17.71
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.10
12100 - Medical Assistant	15.57
12130 - Medical Laboratory Technician	24.11
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	22.24
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine Technologist	43.09
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.35
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	14.52
12280 - Phlebotomist	17.53
12305 - Radiologic Technologist	29.43
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.68

12313 - Registered Nurse II Specialist		27.68
12314 - Registered Nurse III		33.48
12315 - Registered Nurse III Anesthetist		33.48
12316 - Registered Nurse IV		40.13
12317 - Scheduler (Drug and Alcohol Testing)		24.29
12320 - Substance Abuse Treatment Counselor		24.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.72
13012 - Exhibits Specialist II		21.95
13013 - Exhibits Specialist III		26.85
13041 - Illustrator I		17.72
13042 - Illustrator II		21.95
13043 - Illustrator III		26.85
13047 - Librarian		24.31
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		21.95
13058 - Library Technician		16.98
13061 - Media Specialist I		15.84
13062 - Media Specialist II		17.72
13063 - Media Specialist III		19.75
13071 - Photographer I		15.84
13072 - Photographer II		17.72
13073 - Photographer III		21.95
13074 - Photographer IV		26.85
13075 - Photographer V		32.48
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		15.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		25.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		26.91

15070 - Flight Instructor (Pilot) 41.00
15080 - Graphic Artist 23.77
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.02
15086 - Maintenance Test Pilot Rotary Wing 39.02
15088 - Non-Maintenance Test/Co-Pilot 39.02
15090 - Technical Instructor 19.07
15095 - Technical Instructor/Course Developer 23.77
15110 - Test Proctor 16.92
15120 - Tutor 16.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.57
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.70
16220 - Tailor 16.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.08
19040 - Tool And Die Maker 26.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.56
21030 - Material Coordinator 22.28
21040 - Material Expediter 22.28
21050 - Material Handling Laborer 13.18
21071 - Order Filler 12.44
21080 - Production Line Worker (Food Processing) 18.56
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 18.56
21410 - Warehouse Specialist 18.56
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.81
23019 - Aircraft Logs and Records Technician 21.33
23021 - Aircraft Mechanic I 23.97
23022 - Aircraft Mechanic II 24.81
23023 - Aircraft Mechanic III 25.71
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 23.97
23110 - Appliance Mechanic 23.08
23120 - Bicycle Repairer 20.01
23125 - Cable Splicer 24.87
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 23.97
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 19.82
23380 - Ground Support Equipment Mechanic 23.97
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 19.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.27
23430 - Heavy Equipment Mechanic 20.63
23440 - Heavy Equipment Operator 19.94
23460 - Instrument Mechanic 23.97
23465 - Laboratory/Shelter Mechanic 23.08
23470 - Laborer 13.18
23510 - Locksmith 23.08
23530 - Machinery Maintenance Mechanic 23.42
23550 - Machinist Maintenance 26.81
23580 - Maintenance Trades Helper 17.51
23591 - Metrology Technician I 23.97
23592 - Metrology Technician II 24.81
23593 - Metrology Technician III 25.71
23640 - Millwright 23.97
23710 - Office Appliance Repairer 21.16
23760 - Painter Maintenance 23.08
23790 - Pipefitter Maintenance 30.35
23810 - Plumber Maintenance 30.35
23820 - Pneudraulic Systems Mechanic 23.97
23850 - Rigger 23.97
23870 - Scale Mechanic 22.16
23890 - Sheet-Metal Worker Maintenance 26.21
23910 - Small Engine Mechanic 22.16
23931 - Telecommunications Mechanic I 26.37

23932 - Telecommunications Mechanic II 27.29
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 22.58
23965 - Well Driller 23.97
23970 - Woodcraft Worker 23.97
23980 - Woodworker 20.55
24000 - Personal Needs Occupations
24550 - Case Manager 12.19
24570 - Child Care Attendant 10.68
24580 - Child Care Center Clerk 13.32
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 12.19
24630 - Homemaker 12.19
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.97
25040 - Sewage Plant Operator 20.55
25070 - Stationary Engineer 23.97
25190 - Ventilation Equipment Tender 19.78
25210 - Water Treatment Plant Operator 20.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.27
27007 - Baggage Inspector 13.82
27008 - Corrections Officer 22.63
27010 - Court Security Officer 17.27
27030 - Detection Dog Handler 15.46
27040 - Detention Officer 22.63
27070 - Firefighter 22.67
27101 - Guard I 13.82
27102 - Guard II 15.46
27131 - Police Officer I 20.41
27132 - Police Officer II 22.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.09
28042 - Carnival Equipment Repairer 10.57
28043 - Carnival Worker 8.26
28210 - Gate Attendant/Gate Tender 15.86
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 17.74
28510 - Recreation Aide/Health Facility Attendant 12.95
28515 - Recreation Specialist 21.98
28630 - Sports Official 14.12
28690 - Swimming Pool Operator 21.53
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 22.57
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 19.03
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 17.61
30362 - Paralegal/Legal Assistant II 21.35
30363 - Paralegal/Legal Assistant III 26.14
30364 - Paralegal/Legal Assistant IV 31.63
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 22.56
30462 - Technical Writer II 27.60
30463 - Technical Writer III 33.39
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.30
30502 - Weather Forecaster II 33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.18
31030 - Bus Driver 17.20

31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	15.37
31310 - Taxi Driver	14.39
31361 - Truckdriver Light	15.37
31362 - Truckdriver Medium	16.90
31363 - Truckdriver Heavy	20.89
31364 - Truckdriver Tractor-Trailer	20.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.80
99050 - Desk Clerk	11.29
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.46
99260 - Marketing Analyst	23.46
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.27
99711 - Recycling Specialist	16.55
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.30
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	19.70
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4293
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.41
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.39
01042 - Customer Service Representative II		15.72
01043 - Customer Service Representative III		17.66
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.87
01060 - Dispatcher Motor Vehicle		20.78
01070 - Document Preparation Clerk		18.01
01090 - Duplicating Machine Operator		18.01
01111 - General Clerk I		14.93
01112 - General Clerk II		16.29

01113 - General Clerk III 18.29
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 12.69
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 22.25
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 18.58
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 14.94
01532 - Travel Clerk II 16.31
01533 - Travel Clerk III 17.68
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
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 13.39
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 14.19
07042 - Cook II 15.26
07070 - Dishwasher 12.01
07130 - Food Service Worker 11.72
07210 - Meat Cutter 17.13
07260 - Waiter/Waitress 11.04
09000 - Furniture Maintenance And Repair Occupations
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
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.33
11060 - Elevator Operator 13.31
11090 - Gardener 18.12
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 16.01
11240 - Maid or Houseman 11.72
11260 - Pruner 15.32
11270 - Tractor Operator 17.35
11330 - Trail Maintenance Worker 16.01
11360 - Window Cleaner 13.90
12000 - Health Occupations
12010 - Ambulance Driver 18.67
12011 - Breath Alcohol Technician 22.36
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 26.77
12035 - Electroneurodiagnostic Technologist 26.77
12040 - Emergency Medical Technician 18.67
12071 - Licensed Practical Nurse I 19.99
12072 - Licensed Practical Nurse II 22.36
12073 - Licensed Practical Nurse III 24.92
12100 - Medical Assistant 17.39
12130 - Medical Laboratory Technician 23.12
12160 - Medical Record Clerk 20.14
12190 - Medical Record Technician 23.11
12195 - Medical Transcriptionist 21.52
12210 - Nuclear Medicine Technologist 49.13
12221 - Nursing Assistant I 12.72
12222 - Nursing Assistant II 14.31
12223 - Nursing Assistant III 15.61
12224 - Nursing Assistant IV 17.53
12235 - Optical Dispenser 19.10
12236 - Optical Technician 19.99
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)		27.70
12320 - Substance Abuse Treatment Counselor		24.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.60
13012 - Exhibits Specialist II		25.53
13013 - Exhibits Specialist III		31.21
13041 - Illustrator I		20.60
13042 - Illustrator II		25.53
13043 - Illustrator III		31.21
13047 - Librarian		33.88
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.60
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.21
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		18.80
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.72
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.86
16220 - Tailor 16.95
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.76
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.05
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.60
21071 - Order Filler 16.42
21080 - Production Line Worker (Food Processing) 18.05
21110 - Shipping Packer 19.28
21130 - Shipping/Receiving Clerk 19.28
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.05
21410 - Warehouse Specialist 18.05
23000 - Mechanics And Maintenance And Repair Occupations
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 24.23

23120 - Bicycle Repairer 22.21
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 24.89
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 24.02
23290 - Fire Alarm System Mechanic 26.64
23310 - Fire Extinguisher Repairer 23.15
23311 - Fuel Distribution System Mechanic 30.68
23312 - Fuel Distribution System Operator 26.67
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 23.15
23392 - Gunsmith II 24.89
23393 - Gunsmith III 26.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.29
23430 - Heavy Equipment Mechanic 28.05
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 26.64
23465 - Laboratory/Shelter Mechanic 25.76
23470 - Laborer 14.98
23510 - Locksmith 25.76
23530 - Machinery Maintenance Mechanic 26.96
23550 - Machinist Maintenance 22.36
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.64
23592 - Metrology Technician II 27.49
23593 - Metrology Technician III 28.34
23640 - Millwright 26.64
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 26.64
23850 - Rigger 26.64
23870 - Scale Mechanic 24.89
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 24.89
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	26.64
23970 - Woodcraft Worker	26.64
23980 - Woodworker	23.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.48
24570 - Child Care Attendant	12.51
24580 - Child Care Center Clerk	15.59
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	16.48
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.64
25040 - Sewage Plant Operator	22.64
25070 - Stationary Engineer	26.64
25190 - Ventilation Equipment Tender	22.29
25210 - Water Treatment Plant Operator	22.64
27000 - Protective Service Occupations	
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
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.41
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	15.06
28310 - Lifeguard	11.59
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
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

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		23.11
30362 - Paralegal/Legal Assistant II		28.63
30363 - Paralegal/Legal Assistant III		35.02
30364 - Paralegal/Legal Assistant IV		42.38
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		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		31.47
30502 - Weather Forecaster II		38.29
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.57
30621 - Weather Observer Senior	(see 2)	28.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		19.04
31030 - Bus Driver		22.94
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		17.39
31290 - Shuttle Bus Driver		18.08

31310 - Taxi Driver	14.25
31361 - Truckdriver Light	19.89
31362 - Truckdriver Medium	20.64
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.52
99050 - Desk Clerk	11.32
99095 - Embalmer	28.81
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	14.96
99252 - Laboratory Animal Caretaker II	15.74
99260 - Marketing Analyst	24.00
99310 - Mortician	28.81
99410 - Pest Controller	22.16
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	16.44
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.53
99842 - Vending Machine Repairer Helper	18.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4294
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Maryland

Area: Maryland County of Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.44
01012 - Accounting Clerk II		17.33
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.08
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.05
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.87
01060 - Dispatcher Motor Vehicle		19.66
01070 - Document Preparation Clerk		18.01

01090 - Duplicating Machine Operator 18.01
01111 - General Clerk I 14.93
01112 - General Clerk II 16.29
01113 - General Clerk III 18.29
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 12.48
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 22.25
01290 - Rental Clerk 17.00
01300 - Scheduler Maintenance 18.07
01311 - Secretary I 18.07
01312 - Secretary II 20.18
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 17.63
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 14.35
01532 - Travel Clerk II 15.68
01533 - Travel Clerk III 16.99
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
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 12.17
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 13.47
07042 - Cook II 14.60
07070 - Dishwasher 11.12
07130 - Food Service Worker 11.19
07210 - Meat Cutter 16.67

07260 - Waiter/Waitress	10.35
09000 - Furniture Maintenance And Repair Occupations	
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	20.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.85
11060 - Elevator Operator	13.02
11090 - Gardener	17.52
11122 - Housekeeping Aide	13.02
11150 - Janitor	13.02
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.26
11260 - Pruner	13.93
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	13.60
12000 - Health Occupations	
12010 - Ambulance Driver	18.67
12011 - Breath Alcohol Technician	21.16
12012 - Certified Occupational Therapist Assistant	29.03
12015 - Certified Physical Therapist Assistant	28.67
12020 - Dental Assistant	19.66
12025 - Dental Hygienist	38.57
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	18.67
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.47
12130 - Medical Laboratory Technician	21.02
12160 - Medical Record Clerk	18.31
12190 - Medical Record Technician	21.16
12195 - Medical Transcriptionist	19.56
12210 - Nuclear Medicine Technologist	46.49
12221 - Nursing Assistant I	12.72
12222 - Nursing Assistant II	14.31
12223 - Nursing Assistant III	15.61
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	19.10
12236 - Optical Technician	18.91
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	16.75
12305 - Radiologic Technologist	31.55
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)		26.21
12320 - Substance Abuse Treatment Counselor		22.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.60
13012 - Exhibits Specialist II		25.53
13013 - Exhibits Specialist III		31.21
13041 - Illustrator I		20.60
13042 - Illustrator II		25.53
13043 - Illustrator III		31.21
13047 - Librarian		33.88
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.60
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.21
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		18.80
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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		37.13

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.96
15086 - Maintenance Test Pilot Rotary Wing 43.96
15088 - Non-Maintenance Test/Co-Pilot 43.96
15090 - Technical Instructor 21.02
15095 - Technical Instructor/Course Developer 25.71
15110 - Test Proctor 19.04
15120 - Tutor 19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.57
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.70
16220 - Tailor 16.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.76
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.05
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.30
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.05
21110 - Shipping Packer 19.28
21130 - Shipping/Receiving Clerk 19.28
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.05
21410 - Warehouse Specialist 18.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.27
23019 - Aircraft Logs and Records Technician 29.25
23021 - Aircraft Mechanic I 33.19
23022 - Aircraft Mechanic II 34.27
23023 - Aircraft Mechanic III 35.33
23040 - Aircraft Mechanic Helper 27.14
23050 - Aircraft Painter 32.10
23060 - Aircraft Servicer 29.25
23070 - Aircraft Survival Flight Equipment Technician 32.10
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.19
23110 - Appliance Mechanic 24.23
23120 - Bicycle Repairer 20.19
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 24.89
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 24.02
23290 - Fire Alarm System Mechanic 26.64
23310 - Fire Extinguisher Repairer 23.15
23311 - Fuel Distribution System Mechanic 30.09
23312 - Fuel Distribution System Operator 26.16
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 33.19
23381 - Ground Support Equipment Servicer 29.25
23382 - Ground Support Equipment Worker 30.76
23391 - Gunsmith I 23.15
23392 - Gunsmith II 24.89
23393 - Gunsmith III 26.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.45
23430 - Heavy Equipment Mechanic 27.29
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 26.64
23465 - Laboratory/Shelter Mechanic 25.76
23470 - Laborer 14.98
23510 - Locksmith 25.76
23530 - Machinery Maintenance Mechanic 26.96
23550 - Machinist Maintenance 22.36
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.64
23592 - Metrology Technician II 27.49
23593 - Metrology Technician III 28.34
23640 - Millwright 26.64
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 23.84
23810 - Plumber Maintenance 23.06
23820 - Pneudraulic Systems Mechanic 26.64
23850 - Rigger 26.64
23870 - Scale Mechanic 24.89
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 24.89
23931 - Telecommunications Mechanic I 30.95

23932 - Telecommunications Mechanic II 31.94
23950 - Telephone Lineman 36.29
23960 - Welder Combination Maintenance 22.91
23965 - Well Driller 26.64
23970 - Woodcraft Worker 26.64
23980 - Woodworker 23.15
24000 - Personal Needs Occupations
24550 - Case Manager 14.98
24570 - Child Care Attendant 12.19
24580 - Child Care Center Clerk 14.50
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 14.98
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.64
25040 - Sewage Plant Operator 22.01
25070 - Stationary Engineer 26.64
25190 - Ventilation Equipment Tender 22.29
25210 - Water Treatment Plant Operator 22.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.77
27007 - Baggage Inspector 15.38
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 17.33
27040 - Detention Officer 22.80
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
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.25
28042 - Carnival Equipment Repairer 12.73
28043 - Carnival Worker 10.60
28210 - Gate Attendant/Gate Tender 14.31
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 16.02
28510 - Recreation Aide/Health Facility Attendant 11.68
28515 - Recreation Specialist 19.01
28630 - Sports Official 12.75
28690 - Swimming Pool Operator 15.60
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 25.05
30051 - Cryogenic Technician I 29.49
30052 - Cryogenic Technician II 32.58
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 26.63
30210 - Laboratory Technician 23.96
30221 - Latent Fingerprint Technician I 29.49
30222 - Latent Fingerprint Technician II 32.58
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 22.55
30362 - Paralegal/Legal Assistant II 27.93
30363 - Paralegal/Legal Assistant III 34.17
30364 - Paralegal/Legal Assistant IV 41.33
30375 - Petroleum Supply Specialist 32.58
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 32.58
30461 - Technical Writer I 26.63
30462 - Technical Writer II 32.58
30463 - Technical Writer III 39.41
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 19.04
31030 - Bus Driver 22.94

31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	15.81
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.19
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	22.06
31364 - Truckdriver Tractor-Trailer	22.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.09
99050 - Desk Clerk	11.16
99095 - Embalmer	28.53
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	14.96
99252 - Laboratory Animal Caretaker II	15.74
99260 - Marketing Analyst	24.00
99310 - Mortician	28.53
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	16.25
99830 - Survey Party Chief	22.02
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.83
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4295
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Fayette Raleigh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.46
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.51
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		12.63
01112 - General Clerk II		13.78

01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 19.40
01141 - Messenger Courier 12.68
01191 - Order Clerk I 12.71
01192 - Order Clerk II 13.97
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 19.49
01290 - Rental Clerk 13.65
01300 - Scheduler Maintenance 15.55
01311 - Secretary I 15.55
01312 - Secretary II 17.40
01313 - Secretary III 19.40
01320 - Service Order Dispatcher 17.10
01410 - Supply Technician 21.51
01420 - Survey Worker 14.45
01460 - Switchboard Operator/Receptionist 12.26
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.97
01612 - Word Processor II 15.69
01613 - Word Processor III 17.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 16.60
05040 - Automotive Glass Installer 15.64
05070 - Automotive Worker 15.64
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 17.41
05160 - Motor Equipment Metal Worker 15.64
05190 - Motor Vehicle Mechanic 17.41
05220 - Motor Vehicle Mechanic Helper 13.20
05250 - Motor Vehicle Upholstery Worker 15.09
05280 - Motor Vehicle Wrecker 15.64
05310 - Painter Automotive 16.60
05340 - Radiator Repair Specialist 15.64
05370 - Tire Repairer 13.20
05400 - Transmission Repair Specialist 17.41
07000 - Food Preparation And Service Occupations
07010 - Baker 12.36
07041 - Cook I 11.89
07042 - Cook II 13.63
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.31
07210 - Meat Cutter 14.87
07260 - Waiter/Waitress 10.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.87

09040 - Furniture Handler	13.16
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	15.83
09110 - Furniture Repairer Minor	18.39
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.82
11060 - Elevator Operator	11.72
11090 - Gardener	15.72
11122 - Housekeeping Aide	12.64
11150 - Janitor	12.64
11210 - Laborer Grounds Maintenance	12.34
11240 - Maid or Houseman	9.82
11260 - Pruner	11.20
11270 - Tractor Operator	14.60
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	13.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	27.21
12015 - Certified Physical Therapist Assistant	24.57
12020 - Dental Assistant	16.73
12025 - Dental Hygienist	33.91
12030 - EKG Technician	20.46
12035 - Electroneurodiagnostic Technologist	20.46
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.96
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	22.33
12160 - Medical Record Clerk	15.66
12190 - Medical Record Technician	17.52
12195 - Medical Transcriptionist	15.20
12210 - Nuclear Medicine Technologist	37.38
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.38
12224 - Nursing Assistant IV	14.98
12235 - Optical Dispenser	17.01
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	14.47
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	24.32
12311 - Registered Nurse I	23.98
12312 - Registered Nurse II	29.34
12313 - Registered Nurse II Specialist	29.34
12314 - Registered Nurse III	35.50
12315 - Registered Nurse III Anesthetist	35.50

12316 - Registered Nurse IV		42.55
12317 - Scheduler (Drug and Alcohol Testing)		21.07
12320 - Substance Abuse Treatment Counselor		20.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		9.42
13054 - Library Information Technology Systems Administrator		20.24
13058 - Library Technician		14.75
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		15.43
13072 - Photographer II		17.26
13073 - Photographer III		21.38
13074 - Photographer IV		26.15
13075 - Photographer V		31.64
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		14.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.70
14072 - Computer Programmer II	(see 1)	23.16
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		26.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		29.27
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		26.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.50

15086 - Maintenance Test Pilot Rotary Wing 40.50
15088 - Non-Maintenance Test/Co-Pilot 40.50
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 18.61
15120 - Tutor 18.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.34
16090 - Presser Hand 10.34
16110 - Presser Machine Drycleaning 10.34
16130 - Presser Machine Shirts 10.34
16160 - Presser Machine Wearing Apparel Laundry 10.34
16190 - Sewing Machine Operator 13.61
16220 - Tailor 14.45
16250 - Washer Machine 11.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 27.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 19.49
21040 - Material Expediter 19.49
21050 - Material Handling Laborer 12.95
21071 - Order Filler 11.39
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 18.46
21130 - Shipping/Receiving Clerk 18.46
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.67
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.49
23022 - Aircraft Mechanic II 23.67
23023 - Aircraft Mechanic III 24.68
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.49
23110 - Appliance Mechanic 21.44

23120 - Bicycle Repairer	17.57
23125 - Cable Splicer	30.10
23130 - Carpenter Maintenance	17.29
23140 - Carpet Layer	20.13
23160 - Electrician Maintenance	24.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	24.16
23183 - Electronics Technician Maintenance III	25.34
23260 - Fabric Worker	18.89
23290 - Fire Alarm System Mechanic	22.49
23310 - Fire Extinguisher Repairer	17.57
23311 - Fuel Distribution System Mechanic	22.49
23312 - Fuel Distribution System Operator	17.57
23370 - General Maintenance Worker	16.42
23380 - Ground Support Equipment Mechanic	22.49
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.13
23391 - Gunsmith I	17.57
23392 - Gunsmith II	20.13
23393 - Gunsmith III	22.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.99
23430 - Heavy Equipment Mechanic	25.19
23440 - Heavy Equipment Operator	22.09
23460 - Instrument Mechanic	22.49
23465 - Laboratory/Shelter Mechanic	21.44
23470 - Laborer	12.95
23510 - Locksmith	21.44
23530 - Machinery Maintenance Mechanic	22.44
23550 - Machinist Maintenance	23.03
23580 - Maintenance Trades Helper	15.83
23591 - Metrology Technician I	22.49
23592 - Metrology Technician II	23.67
23593 - Metrology Technician III	24.68
23640 - Millwright	22.49
23710 - Office Appliance Repairer	20.88
23760 - Painter Maintenance	20.88
23790 - Pipefitter Maintenance	21.61
23810 - Plumber Maintenance	20.73
23820 - Pneudraulic Systems Mechanic	22.49
23850 - Rigger	22.49
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker Maintenance	22.49
23910 - Small Engine Mechanic	19.60
23931 - Telecommunications Mechanic I	24.39
23932 - Telecommunications Mechanic II	25.68
23950 - Telephone Lineman	24.18
23960 - Welder Combination Maintenance	21.69

23965 - Well Driller		22.49
23970 - Woodcraft Worker		22.49
23980 - Woodworker		17.57
24000 - Personal Needs Occupations		
24550 - Case Manager		13.34
24570 - Child Care Attendant		9.82
24580 - Child Care Center Clerk		12.25
24610 - Chore Aide		10.19
24620 - Family Readiness And Support Services Coordinator		13.34
24630 - Homemaker		13.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.49
25040 - Sewage Plant Operator		20.09
25070 - Stationary Engineer		22.49
25190 - Ventilation Equipment Tender		16.25
25210 - Water Treatment Plant Operator		20.09
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.01
27007 - Baggage Inspector		10.99
27008 - Corrections Officer		16.62
27010 - Court Security Officer		15.95
27030 - Detection Dog Handler		12.44
27040 - Detention Officer		16.62
27070 - Firefighter		18.12
27101 - Guard I		10.99
27102 - Guard II		12.44
27131 - Police Officer I		20.12
27132 - Police Officer II		22.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.51
28042 - Carnival Equipment Repairer		13.52
28043 - Carnival Worker		9.43
28210 - Gate Attendant/Gate Tender		15.60
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.45
28510 - Recreation Aide/Health Facility Attendant		12.73
28515 - Recreation Specialist		19.56
28630 - Sports Official		12.91
28690 - Swimming Pool Operator		17.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.13
29020 - Hatch Tender		20.13
29030 - Line Handler		20.13
29041 - Stevedore I		18.89
29042 - Stevedore II		21.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		22.29
30051 - Cryogenic Technician I		27.30
30052 - Cryogenic Technician II		30.15
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		23.02
30095 - Evidence Control Specialist		23.91
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		26.48
30222 - Latent Fingerprint Technician II		29.25
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.32
30362 - Paralegal/Legal Assistant II		23.49
30363 - Paralegal/Legal Assistant III		28.75
30364 - Paralegal/Legal Assistant IV		34.79
30375 - Petroleum Supply Specialist		29.25
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		29.25
30461 - Technical Writer I		23.91
30462 - Technical Writer II		29.25
30463 - Technical Writer III		35.38
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.30
30502 - Weather Forecaster II		33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.46
31030 - Bus Driver		15.96
31043 - Driver Courier		13.78
31260 - Parking and Lot Attendant		10.43
31290 - Shuttle Bus Driver		14.85

31310 - Taxi Driver	13.45
31361 - Truckdriver Light	14.85
31362 - Truckdriver Medium	15.96
31363 - Truckdriver Heavy	16.91
31364 - Truckdriver Tractor-Trailer	16.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.68
99050 - Desk Clerk	10.41
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	21.54
99310 - Mortician	30.90
99410 - Pest Controller	20.97
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	19.19
99730 - Refuse Collector	14.47
99810 - Sales Clerk	11.85
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	21.97
99831 - Surveying Aide	13.59
99832 - Surveying Technician	18.66
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4296
Revision No.: 12
Date Of Last Revision: 06/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Fayette Raleigh

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.46
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.51
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		13.86

01090 - Duplicating Machine Operator 13.86
01111 - General Clerk I 12.63
01112 - General Clerk II 13.78
01113 - General Clerk III 15.47
01120 - Housing Referral Assistant 19.40
01141 - Messenger Courier 12.68
01191 - Order Clerk I 12.71
01192 - Order Clerk II 13.97
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 19.49
01290 - Rental Clerk 13.65
01300 - Scheduler Maintenance 15.55
01311 - Secretary I 15.55
01312 - Secretary II 17.40
01313 - Secretary III 19.40
01320 - Service Order Dispatcher 17.10
01410 - Supply Technician 21.51
01420 - Survey Worker 14.45
01460 - Switchboard Operator/Receptionist 12.26
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.97
01612 - Word Processor II 15.69
01613 - Word Processor III 17.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.69
05010 - Automotive Electrician 16.60
05040 - Automotive Glass Installer 15.64
05070 - Automotive Worker 15.64
05110 - Mobile Equipment Servicer 14.26
05130 - Motor Equipment Metal Mechanic 17.41
05160 - Motor Equipment Metal Worker 15.64
05190 - Motor Vehicle Mechanic 17.41
05220 - Motor Vehicle Mechanic Helper 13.20
05250 - Motor Vehicle Upholstery Worker 15.09
05280 - Motor Vehicle Wrecker 15.64
05310 - Painter Automotive 16.60
05340 - Radiator Repair Specialist 15.64
05370 - Tire Repairer 13.20
05400 - Transmission Repair Specialist 17.41
07000 - Food Preparation And Service Occupations
07010 - Baker 12.36
07041 - Cook I 11.89
07042 - Cook II 13.63
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.31
07210 - Meat Cutter 14.87

07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	13.16
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	15.83
09110 - Furniture Repairer Minor	18.39
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.82
11060 - Elevator Operator	11.72
11090 - Gardener	15.72
11122 - Housekeeping Aide	12.64
11150 - Janitor	12.64
11210 - Laborer Grounds Maintenance	12.34
11240 - Maid or Houseman	9.82
11260 - Pruner	11.20
11270 - Tractor Operator	14.60
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	13.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	17.01
12012 - Certified Occupational Therapist Assistant	27.21
12015 - Certified Physical Therapist Assistant	24.57
12020 - Dental Assistant	16.73
12025 - Dental Hygienist	33.91
12030 - EKG Technician	20.46
12035 - Electroneurodiagnostic Technologist	20.46
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	15.20
12072 - Licensed Practical Nurse II	17.01
12073 - Licensed Practical Nurse III	18.96
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	22.33
12160 - Medical Record Clerk	15.66
12190 - Medical Record Technician	17.52
12195 - Medical Transcriptionist	15.20
12210 - Nuclear Medicine Technologist	37.38
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.38
12224 - Nursing Assistant IV	14.98
12235 - Optical Dispenser	17.01
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	14.47
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	24.32
12311 - Registered Nurse I	23.98
12312 - Registered Nurse II	29.34

12313 - Registered Nurse II Specialist		29.34
12314 - Registered Nurse III		35.50
12315 - Registered Nurse III Anesthetist		35.50
12316 - Registered Nurse IV		42.55
12317 - Scheduler (Drug and Alcohol Testing)		21.07
12320 - Substance Abuse Treatment Counselor		20.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		9.42
13054 - Library Information Technology Systems Administrator		20.24
13058 - Library Technician		14.75
13061 - Media Specialist I		14.61
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		15.43
13072 - Photographer II		17.26
13073 - Photographer III		21.38
13074 - Photographer IV		26.15
13075 - Photographer V		31.64
13090 - Technical Order Library Clerk		16.73
13110 - Video Teleconference Technician		14.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.70
14072 - Computer Programmer II	(see 1)	23.16
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		26.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		29.27

15070 - Flight Instructor (Pilot) 41.00
15080 - Graphic Artist 26.33
15085 - Maintenance Test Pilot Fixed Jet/Prop 40.50
15086 - Maintenance Test Pilot Rotary Wing 40.50
15088 - Non-Maintenance Test/Co-Pilot 40.50
15090 - Technical Instructor 21.52
15095 - Technical Instructor/Course Developer 26.33
15110 - Test Proctor 18.61
15120 - Tutor 18.61
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.34
16030 - Counter Attendant 10.34
16040 - Dry Cleaner 12.76
16070 - Finisher Flatwork Machine 10.34
16090 - Presser Hand 10.34
16110 - Presser Machine Drycleaning 10.34
16130 - Presser Machine Shirts 10.34
16160 - Presser Machine Wearing Apparel Laundry 10.34
16190 - Sewing Machine Operator 13.61
16220 - Tailor 14.45
16250 - Washer Machine 11.09
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.75
19040 - Tool And Die Maker 27.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 19.49
21040 - Material Expediter 19.49
21050 - Material Handling Laborer 12.95
21071 - Order Filler 11.39
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 18.46
21130 - Shipping/Receiving Clerk 18.46
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.67
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.49
23022 - Aircraft Mechanic II 23.67
23023 - Aircraft Mechanic III 24.68
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.44
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.44
23080 - Aircraft Worker 20.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.49
23110 - Appliance Mechanic 21.44
23120 - Bicycle Repairer 17.57
23125 - Cable Splicer 30.10
23130 - Carpenter Maintenance 17.29
23140 - Carpet Layer 20.13
23160 - Electrician Maintenance 24.95
23181 - Electronics Technician Maintenance I 20.19
23182 - Electronics Technician Maintenance II 24.16
23183 - Electronics Technician Maintenance III 25.34
23260 - Fabric Worker 18.89
23290 - Fire Alarm System Mechanic 22.49
23310 - Fire Extinguisher Repairer 17.57
23311 - Fuel Distribution System Mechanic 22.49
23312 - Fuel Distribution System Operator 17.57
23370 - General Maintenance Worker 16.42
23380 - Ground Support Equipment Mechanic 22.49
23381 - Ground Support Equipment Servicer 19.35
23382 - Ground Support Equipment Worker 20.13
23391 - Gunsmith I 17.57
23392 - Gunsmith II 20.13
23393 - Gunsmith III 22.49
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.84
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.99
23430 - Heavy Equipment Mechanic 25.19
23440 - Heavy Equipment Operator 22.09
23460 - Instrument Mechanic 22.49
23465 - Laboratory/Shelter Mechanic 21.44
23470 - Laborer 12.95
23510 - Locksmith 21.44
23530 - Machinery Maintenance Mechanic 22.44
23550 - Machinist Maintenance 23.03
23580 - Maintenance Trades Helper 15.83
23591 - Metrology Technician I 22.49
23592 - Metrology Technician II 23.67
23593 - Metrology Technician III 24.68
23640 - Millwright 22.49
23710 - Office Appliance Repairer 20.88
23760 - Painter Maintenance 20.88
23790 - Pipefitter Maintenance 21.61
23810 - Plumber Maintenance 20.73
23820 - Pneudraulic Systems Mechanic 22.49
23850 - Rigger 22.49
23870 - Scale Mechanic 20.13
23890 - Sheet-Metal Worker Maintenance 22.49
23910 - Small Engine Mechanic 19.60
23931 - Telecommunications Mechanic I 24.39

23932 - Telecommunications Mechanic II 25.68
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 21.69
23965 - Well Driller 22.49
23970 - Woodcraft Worker 22.49
23980 - Woodworker 17.57
24000 - Personal Needs Occupations
24550 - Case Manager 13.34
24570 - Child Care Attendant 9.82
24580 - Child Care Center Clerk 12.25
24610 - Chore Aide 10.19
24620 - Family Readiness And Support Services Coordinator 13.34
24630 - Homemaker 13.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.49
25040 - Sewage Plant Operator 20.09
25070 - Stationary Engineer 22.49
25190 - Ventilation Equipment Tender 16.25
25210 - Water Treatment Plant Operator 20.09
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.01
27007 - Baggage Inspector 10.99
27008 - Corrections Officer 16.62
27010 - Court Security Officer 15.95
27030 - Detection Dog Handler 12.44
27040 - Detention Officer 16.62
27070 - Firefighter 18.12
27101 - Guard I 10.99
27102 - Guard II 12.44
27131 - Police Officer I 20.12
27132 - Police Officer II 22.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.51
28042 - Carnival Equipment Repairer 13.52
28043 - Carnival Worker 9.43
28210 - Gate Attendant/Gate Tender 15.60
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 17.45
28510 - Recreation Aide/Health Facility Attendant 12.73
28515 - Recreation Specialist 19.56
28630 - Sports Official 12.91
28690 - Swimming Pool Operator 17.79
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.13
29020 - Hatch Tender 20.13
29030 - Line Handler 20.13
29041 - Stevedore I 18.89
29042 - Stevedore II 21.44
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 22.29
30051 - Cryogenic Technician I 27.30
30052 - Cryogenic Technician II 30.15
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 23.02
30095 - Evidence Control Specialist 23.91
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 26.48
30222 - Latent Fingerprint Technician II 29.25
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.32
30362 - Paralegal/Legal Assistant II 23.49
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 29.25
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.25
30461 - Technical Writer I 23.91
30462 - Technical Writer II 29.25
30463 - Technical Writer III 35.38
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.30
30502 - Weather Forecaster II 33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.46
31030 - Bus Driver 15.96

31043 - Driver Courier	13.78
31260 - Parking and Lot Attendant	10.43
31290 - Shuttle Bus Driver	14.85
31310 - Taxi Driver	13.45
31361 - Truckdriver Light	14.85
31362 - Truckdriver Medium	15.96
31363 - Truckdriver Heavy	16.91
31364 - Truckdriver Tractor-Trailer	16.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.68
99050 - Desk Clerk	10.41
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	21.54
99310 - Mortician	30.90
99410 - Pest Controller	20.97
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	19.19
99730 - Refuse Collector	14.47
99810 - Sales Clerk	11.85
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	21.97
99831 - Surveying Aide	13.59
99832 - Surveying Technician	18.66
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4297
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Berkeley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.41
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.39
01042 - Customer Service Representative II		15.72
01043 - Customer Service Representative III		17.66
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.87
01060 - Dispatcher Motor Vehicle		20.78
01070 - Document Preparation Clerk		18.01
01090 - Duplicating Machine Operator		18.01
01111 - General Clerk I		14.93
01112 - General Clerk II		16.29

01113 - General Clerk III 18.29
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 13.40
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 22.25
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 18.58
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 14.94
01532 - Travel Clerk II 16.31
01533 - Travel Clerk III 17.68
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.26
05010 - Automotive Electrician 23.51
05040 - Automotive Glass Installer 22.15
05070 - Automotive Worker 22.15
05110 - Mobile Equipment Servicer 19.04
05130 - Motor Equipment Metal Mechanic 24.78
05160 - Motor Equipment Metal Worker 22.15
05190 - Motor Vehicle Mechanic 24.78
05220 - Motor Vehicle Mechanic Helper 18.49
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 13.56
05400 - Transmission Repair Specialist 24.78
07000 - Food Preparation And Service Occupations
07010 - Baker 14.05
07041 - Cook I 14.19
07042 - Cook II 15.26
07070 - Dishwasher 12.01
07130 - Food Service Worker 11.72
07210 - Meat Cutter 18.08
07260 - Waiter/Waitress 11.04
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.59

09040 - Furniture Handler 17.02
09080 - Furniture Refinisher 21.93
09090 - Furniture Refinisher Helper 18.78
09110 - Furniture Repairer Minor 21.70
09130 - Upholsterer 21.03
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.33
11060 - Elevator Operator 13.31
11090 - Gardener 18.12
11122 - Housekeeping Aide 13.31
11150 - Janitor 13.31
11210 - Laborer Grounds Maintenance 16.01
11240 - Maid or Houseman 11.72
11260 - Pruner 15.32
11270 - Tractor Operator 17.35
11330 - Trail Maintenance Worker 16.01
11360 - Window Cleaner 13.90
12000 - Health Occupations
12010 - Ambulance Driver 21.16
12011 - Breath Alcohol Technician 22.36
12012 - Certified Occupational Therapist Assistant 31.93
12015 - Certified Physical Therapist Assistant 28.67
12020 - Dental Assistant 19.67
12025 - Dental Hygienist 49.23
12030 - EKG Technician 27.67
12035 - Electroneurodiagnostic Technologist 27.67
12040 - Emergency Medical Technician 21.16
12071 - Licensed Practical Nurse I 19.99
12072 - Licensed Practical Nurse II 22.36
12073 - Licensed Practical Nurse III 24.92
12100 - Medical Assistant 17.39
12130 - Medical Laboratory Technician 24.00
12160 - Medical Record Clerk 20.14
12190 - Medical Record Technician 23.11
12195 - Medical Transcriptionist 22.71
12210 - Nuclear Medicine Technologist 49.13
12221 - Nursing Assistant I 12.72
12222 - Nursing Assistant II 14.31
12223 - Nursing Assistant III 15.61
12224 - Nursing Assistant IV 17.53
12235 - Optical Dispenser 20.17
12236 - Optical Technician 19.99
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)		27.70
12320 - Substance Abuse Treatment Counselor		24.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.60
13012 - Exhibits Specialist II		25.53
13013 - Exhibits Specialist III		31.21
13041 - Illustrator I		20.60
13042 - Illustrator II		25.53
13043 - Illustrator III		31.21
13047 - Librarian		33.88
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.60
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.21
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		18.80
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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		44.41
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
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 25.08
15095 - Technical Instructor/Course Developer 30.67
15110 - Test Proctor 20.20
15120 - Tutor 20.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.85
16030 - Counter Attendant 12.85
16040 - Dry Cleaner 14.72
16070 - Finisher Flatwork Machine 12.85
16090 - Presser Hand 12.85
16110 - Presser Machine Drycleaning 12.85
16130 - Presser Machine Shirts 12.85
16160 - Presser Machine Wearing Apparel Laundry 12.85
16190 - Sewing Machine Operator 15.86
16220 - Tailor 16.95
16250 - Washer Machine 13.46
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.76
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.05
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.60
21071 - Order Filler 15.71
21080 - Production Line Worker (Food Processing) 18.05
21110 - Shipping Packer 19.28
21130 - Shipping/Receiving Clerk 19.28
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.05
21410 - Warehouse Specialist 18.05
23000 - Mechanics And Maintenance And Repair Occupations
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 24.23

23120 - Bicycle Repairer 22.53
23125 - Cable Splicer 34.63
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 24.89
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 26.00
23182 - Electronics Technician Maintenance II 26.91
23183 - Electronics Technician Maintenance III 27.89
23260 - Fabric Worker 24.02
23290 - Fire Alarm System Mechanic 26.64
23310 - Fire Extinguisher Repairer 23.15
23311 - Fuel Distribution System Mechanic 30.68
23312 - Fuel Distribution System Operator 26.67
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 23.15
23392 - Gunsmith II 24.89
23393 - Gunsmith III 26.64
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.29
23430 - Heavy Equipment Mechanic 28.05
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 26.64
23465 - Laboratory/Shelter Mechanic 25.76
23470 - Laborer 14.60
23510 - Locksmith 25.76
23530 - Machinery Maintenance Mechanic 26.96
23550 - Machinist Maintenance 22.91
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 26.64
23592 - Metrology Technician II 27.49
23593 - Metrology Technician III 28.34
23640 - Millwright 28.19
23710 - Office Appliance Repairer 22.96
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 24.63
23810 - Plumber Maintenance 23.63
23820 - Pneudraulic Systems Mechanic 26.64
23850 - Rigger 26.64
23870 - Scale Mechanic 24.89
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 24.89
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	26.64
23970 - Woodcraft Worker	26.64
23980 - Woodworker	23.15
24000 - Personal Needs Occupations	
24550 - Case Manager	16.55
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	16.55
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	22.64
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	22.29
25210 - Water Treatment Plant Operator	22.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.98
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	23.97
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	23.97
27070 - Firefighter	24.63
27101 - Guard I	15.38
27102 - Guard II	17.77
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	15.06
28310 - Lifeguard	11.59
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	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
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
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

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 28.42
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 28.94
30361 - Paralegal/Legal Assistant I 23.11
30362 - Paralegal/Legal Assistant II 28.63
30363 - Paralegal/Legal Assistant III 35.02
30364 - Paralegal/Legal Assistant IV 42.38
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 28.81
30492 - Unexploded Ordnance (UXO) Technician II 34.86
30493 - Unexploded Ordnance (UXO) Technician III 41.78
30494 - Unexploded (UXO) Safety Escort 28.81
30495 - Unexploded (UXO) Sweep Personnel 28.81
30501 - Weather Forecaster I 31.47
30502 - Weather Forecaster II 38.29
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.57
30621 - Weather Observer Senior (see 2) 28.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.86
31020 - Bus Aide 19.04
31030 - Bus Driver 22.94
31043 - Driver Courier 19.14
31260 - Parking and Lot Attendant 17.48
31290 - Shuttle Bus Driver 18.08

31310 - Taxi Driver	15.38
31361 - Truckdriver Light	19.89
31362 - Truckdriver Medium	20.64
31363 - Truckdriver Heavy	22.69
31364 - Truckdriver Tractor-Trailer	22.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.52
99050 - Desk Clerk	11.58
99095 - Embalmer	31.73
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	15.04
99252 - Laboratory Animal Caretaker II	16.45
99260 - Marketing Analyst	24.00
99310 - Mortician	31.73
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.15
99820 - School Crossing Guard	16.44
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	19.42
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	22.66
99842 - Vending Machine Repairer Helper	18.47

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4298
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Berkeley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.44
01012 - Accounting Clerk II		17.33
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.08
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.05
01051 - Data Entry Operator I		14.54
01052 - Data Entry Operator II		15.87
01060 - Dispatcher Motor Vehicle		19.66
01070 - Document Preparation Clerk		18.01

01090 - Duplicating Machine Operator	18.01
01111 - General Clerk I	14.93
01112 - General Clerk II	16.29
01113 - General Clerk III	18.29
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.40
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	22.25
01290 - Rental Clerk	17.00
01300 - Scheduler Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	17.63
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	14.35
01532 - Travel Clerk II	15.68
01533 - Travel Clerk III	16.99
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
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	12.55
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	13.47
07042 - Cook II	14.60
07070 - Dishwasher	11.12
07130 - Food Service Worker	11.19
07210 - Meat Cutter	18.08

07260 - Waiter/Waitress	10.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.59
09040 - Furniture Handler	17.02
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	18.78
09110 - Furniture Repairer Minor	21.70
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.85
11060 - Elevator Operator	13.02
11090 - Gardener	17.52
11122 - Housekeeping Aide	13.02
11150 - Janitor	13.02
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.26
11260 - Pruner	13.93
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	13.60
12000 - Health Occupations	
12010 - Ambulance Driver	21.16
12011 - Breath Alcohol Technician	21.16
12012 - Certified Occupational Therapist Assistant	29.03
12015 - Certified Physical Therapist Assistant	28.67
12020 - Dental Assistant	19.66
12025 - Dental Hygienist	49.23
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	21.16
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.47
12130 - Medical Laboratory Technician	21.82
12160 - Medical Record Clerk	18.31
12190 - Medical Record Technician	21.16
12195 - Medical Transcriptionist	20.65
12210 - Nuclear Medicine Technologist	46.49
12221 - Nursing Assistant I	12.72
12222 - Nursing Assistant II	14.31
12223 - Nursing Assistant III	15.61
12224 - Nursing Assistant IV	17.53
12235 - Optical Dispenser	20.17
12236 - Optical Technician	18.91
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	16.75
12305 - Radiologic Technologist	31.55
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)		26.21
12320 - Substance Abuse Treatment Counselor		22.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.60
13012 - Exhibits Specialist II		25.53
13013 - Exhibits Specialist III		31.21
13041 - Illustrator I		20.60
13042 - Illustrator II		25.53
13043 - Illustrator III		31.21
13047 - Librarian		33.88
13050 - Library Aide/Clerk		16.41
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.60
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.21
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		18.80
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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		41.27

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 26.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.96
15086 - Maintenance Test Pilot Rotary Wing 43.96
15088 - Non-Maintenance Test/Co-Pilot 43.96
15090 - Technical Instructor 25.08
15095 - Technical Instructor/Course Developer 30.67
15110 - Test Proctor 20.20
15120 - Tutor 20.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 12.03
16030 - Counter Attendant 12.03
16040 - Dry Cleaner 14.57
16070 - Finisher Flatwork Machine 12.03
16090 - Presser Hand 12.03
16110 - Presser Machine Drycleaning 12.03
16130 - Presser Machine Shirts 12.03
16160 - Presser Machine Wearing Apparel Laundry 12.03
16190 - Sewing Machine Operator 15.70
16220 - Tailor 16.78
16250 - Washer Machine 12.60
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.76
19040 - Tool And Die Maker 29.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.05
21030 - Material Coordinator 22.25
21040 - Material Expediter 22.25
21050 - Material Handling Laborer 14.30
21071 - Order Filler 14.28
21080 - Production Line Worker (Food Processing) 18.05
21110 - Shipping Packer 19.28
21130 - Shipping/Receiving Clerk 19.28
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.05
21410 - Warehouse Specialist 18.05
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.27
23019 - Aircraft Logs and Records Technician 29.25
23021 - Aircraft Mechanic I 33.19
23022 - Aircraft Mechanic II 34.27
23023 - Aircraft Mechanic III 35.33
23040 - Aircraft Mechanic Helper 27.14
23050 - Aircraft Painter 32.10
23060 - Aircraft Servicer 29.25
23070 - Aircraft Survival Flight Equipment Technician 32.10
23080 - Aircraft Worker 30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.76

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.19
23110 - Appliance Mechanic	24.23
23120 - Bicycle Repairer	20.48
23125 - Cable Splicer	34.63
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	24.89
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	26.00
23182 - Electronics Technician Maintenance II	26.91
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	24.02
23290 - Fire Alarm System Mechanic	26.64
23310 - Fire Extinguisher Repairer	23.15
23311 - Fuel Distribution System Mechanic	30.09
23312 - Fuel Distribution System Operator	26.16
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	33.19
23381 - Ground Support Equipment Servicer	29.25
23382 - Ground Support Equipment Worker	30.76
23391 - Gunsmith I	23.15
23392 - Gunsmith II	24.89
23393 - Gunsmith III	26.64
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	27.29
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	26.64
23465 - Laboratory/Shelter Mechanic	25.76
23470 - Laborer	14.30
23510 - Locksmith	25.76
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	26.64
23592 - Metrology Technician II	27.49
23593 - Metrology Technician III	28.34
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	24.63
23810 - Plumber Maintenance	23.06
23820 - Pneudraulic Systems Mechanic	26.64
23850 - Rigger	26.64
23870 - Scale Mechanic	24.89
23890 - Sheet-Metal Worker Maintenance	22.91
23910 - Small Engine Mechanic	24.89
23931 - Telecommunications Mechanic I	30.95

23932 - Telecommunications Mechanic II 31.94
23950 - Telephone Lineman 36.29
23960 - Welder Combination Maintenance 22.91
23965 - Well Driller 26.64
23970 - Woodcraft Worker 26.64
23980 - Woodworker 23.15
24000 - Personal Needs Occupations
24550 - Case Manager 16.50
24570 - Child Care Attendant 12.79
24580 - Child Care Center Clerk 15.95
24610 - Chore Aide 12.22
24620 - Family Readiness And Support Services Coordinator 16.50
24630 - Homemaker 17.73
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.30
25040 - Sewage Plant Operator 22.01
25070 - Stationary Engineer 27.30
25190 - Ventilation Equipment Tender 22.29
25210 - Water Treatment Plant Operator 22.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.98
27007 - Baggage Inspector 15.38
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 17.77
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 15.38
27102 - Guard II 17.77
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.49
28042 - Carnival Equipment Repairer 13.46
28043 - Carnival Worker 10.60
28210 - Gate Attendant/Gate Tender 14.31
28310 - Lifeguard 11.59
28350 - Park Attendant (Aide) 16.02
28510 - Recreation Aide/Health Facility Attendant 11.68
28515 - Recreation Specialist 19.01
28630 - Sports Official 12.75
28690 - Swimming Pool Operator 18.21
29000 - Stevedoring/Longshoremen Occupational Services
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
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 26.41
30051 - Cryogenic Technician I 29.49
30052 - Cryogenic Technician II 32.58
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 27.41
30095 - Evidence Control Specialist 26.63
30210 - Laboratory Technician 23.96
30221 - Latent Fingerprint Technician I 29.49
30222 - Latent Fingerprint Technician II 32.58
30240 - Mathematical Technician 28.94
30361 - Paralegal/Legal Assistant I 22.55
30362 - Paralegal/Legal Assistant II 27.93
30363 - Paralegal/Legal Assistant III 34.17
30364 - Paralegal/Legal Assistant IV 41.33
30375 - Petroleum Supply Specialist 32.58
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 32.58
30461 - Technical Writer I 26.63
30462 - Technical Writer II 32.58
30463 - Technical Writer III 39.41
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 31.00
30502 - Weather Forecaster II 37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.37
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 19.04
31030 - Bus Driver 22.94

31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	16.23
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.38
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	22.06
31364 - Truckdriver Tractor-Trailer	22.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	11.09
99050 - Desk Clerk	11.58
99095 - Embalmer	31.73
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	15.04
99252 - Laboratory Animal Caretaker II	16.45
99260 - Marketing Analyst	24.00
99310 - Mortician	31.73
99410 - Pest Controller	21.41
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	16.25
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	19.42
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4299
Revision No.: 11
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Floyd Giles Montgomery Pulaski

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.09
01012 - Accounting Clerk II		15.82
01013 - Accounting Clerk III		17.70
01020 - Administrative Assistant		22.57
01035 - Court Reporter		18.60
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.20
01051 - Data Entry Operator I		14.02
01052 - Data Entry Operator II		15.29
01060 - Dispatcher Motor Vehicle		17.71
01070 - Document Preparation Clerk		14.81
01090 - Duplicating Machine Operator		14.81
01111 - General Clerk I		12.74
01112 - General Clerk II		13.90

01113 - General Clerk III 15.60
01120 - Housing Referral Assistant 20.73
01141 - Messenger Courier 12.25
01191 - Order Clerk I 13.57
01192 - Order Clerk II 14.81
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 18.00
01263 - Personnel Assistant (Employment) III 20.07
01270 - Production Control Clerk 21.81
01290 - Rental Clerk 12.91
01300 - Scheduler Maintenance 16.62
01311 - Secretary I 16.62
01312 - Secretary II 18.60
01313 - Secretary III 20.73
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 22.57
01420 - Survey Worker 14.85
01460 - Switchboard Operator/Receptionist 12.87
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.81
01612 - Word Processor II 16.62
01613 - Word Processor III 18.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.67
05010 - Automotive Electrician 17.67
05040 - Automotive Glass Installer 16.69
05070 - Automotive Worker 16.69
05110 - Mobile Equipment Servicer 14.68
05130 - Motor Equipment Metal Mechanic 18.54
05160 - Motor Equipment Metal Worker 16.69
05190 - Motor Vehicle Mechanic 18.54
05220 - Motor Vehicle Mechanic Helper 13.72
05250 - Motor Vehicle Upholstery Worker 15.71
05280 - Motor Vehicle Wrecker 16.69
05310 - Painter Automotive 17.67
05340 - Radiator Repair Specialist 16.69
05370 - Tire Repairer 14.68
05400 - Transmission Repair Specialist 18.54
07000 - Food Preparation And Service Occupations
07010 - Baker 14.65
07041 - Cook I 12.35
07042 - Cook II 14.04
07070 - Dishwasher 9.42
07130 - Food Service Worker 9.33
07210 - Meat Cutter 14.46
07260 - Waiter/Waitress 10.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.04

09040 - Furniture Handler	12.61
09080 - Furniture Refinisher	19.04
09090 - Furniture Refinisher Helper	14.78
09110 - Furniture Repairer Minor	16.93
09130 - Upholsterer	19.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	13.15
11090 - Gardener	16.69
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	9.59
11260 - Pruner	12.07
11270 - Tractor Operator	15.54
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	17.62
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	30.30
12020 - Dental Assistant	20.81
12025 - Dental Hygienist	36.25
12030 - EKG Technician	27.24
12035 - Electroneurodiagnostic Technologist	27.24
12040 - Emergency Medical Technician	17.62
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.98
12073 - Licensed Practical Nurse III	20.04
12100 - Medical Assistant	14.40
12130 - Medical Laboratory Technician	22.02
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	19.97
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.50
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	17.98
12236 - Optical Technician	16.06
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	15.91
12305 - Radiologic Technologist	28.15
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.32
12313 - Registered Nurse II Specialist	29.32
12314 - Registered Nurse III	35.47
12315 - Registered Nurse III Anesthetist	35.47

12316 - Registered Nurse IV		42.52
12317 - Scheduler (Drug and Alcohol Testing)		22.26
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		26.41
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.27
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	23.16
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		28.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.55
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		28.52
15070 - Flight Instructor (Pilot)		41.55
15080 - Graphic Artist		21.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.68

15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.26
15095 - Technical Instructor/Course Developer 27.24
15110 - Test Proctor 17.98
15120 - Tutor 17.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.96
16030 - Counter Attendant 10.96
16040 - Dry Cleaner 13.83
16070 - Finisher Flatwork Machine 10.96
16090 - Presser Hand 10.96
16110 - Presser Machine Drycleaning 10.96
16130 - Presser Machine Shirts 10.96
16160 - Presser Machine Wearing Apparel Laundry 10.96
16190 - Sewing Machine Operator 14.82
16220 - Tailor 15.76
16250 - Washer Machine 11.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.82
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.44
21030 - Material Coordinator 21.81
21040 - Material Expediter 21.81
21050 - Material Handling Laborer 13.21
21071 - Order Filler 11.64
21080 - Production Line Worker (Food Processing) 15.44
21110 - Shipping Packer 15.96
21130 - Shipping/Receiving Clerk 15.96
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.44
21410 - Warehouse Specialist 15.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.60
23019 - Aircraft Logs and Records Technician 19.89
23021 - Aircraft Mechanic I 23.48
23022 - Aircraft Mechanic II 24.60
23023 - Aircraft Mechanic III 25.72
23040 - Aircraft Mechanic Helper 17.31
23050 - Aircraft Painter 22.37
23060 - Aircraft Servicer 19.89
23070 - Aircraft Survival Flight Equipment Technician 22.37
23080 - Aircraft Worker 21.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.48
23110 - Appliance Mechanic 22.37

23120 - Bicycle Repairer 18.59
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 21.13
23160 - Electrician Maintenance 23.25
23181 - Electronics Technician Maintenance I 22.17
23182 - Electronics Technician Maintenance II 23.47
23183 - Electronics Technician Maintenance III 24.63
23260 - Fabric Worker 19.89
23290 - Fire Alarm System Mechanic 23.48
23310 - Fire Extinguisher Repairer 18.59
23311 - Fuel Distribution System Mechanic 23.48
23312 - Fuel Distribution System Operator 18.59
23370 - General Maintenance Worker 18.67
23380 - Ground Support Equipment Mechanic 23.48
23381 - Ground Support Equipment Servicer 19.89
23382 - Ground Support Equipment Worker 21.13
23391 - Gunsmith I 18.59
23392 - Gunsmith II 21.13
23393 - Gunsmith III 23.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.16
23430 - Heavy Equipment Mechanic 23.48
23440 - Heavy Equipment Operator 18.88
23460 - Instrument Mechanic 23.48
23465 - Laboratory/Shelter Mechanic 22.37
23470 - Laborer 13.21
23510 - Locksmith 22.37
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 23.03
23580 - Maintenance Trades Helper 14.12
23591 - Metrology Technician I 23.48
23592 - Metrology Technician II 24.60
23593 - Metrology Technician III 25.72
23640 - Millwright 23.48
23710 - Office Appliance Repairer 21.54
23760 - Painter Maintenance 17.23
23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.55
23820 - Pneudraulic Systems Mechanic 23.48
23850 - Rigger 23.48
23870 - Scale Mechanic 21.13
23890 - Sheet-Metal Worker Maintenance 22.26
23910 - Small Engine Mechanic 18.21
23931 - Telecommunications Mechanic I 24.65
23932 - Telecommunications Mechanic II 25.80
23950 - Telephone Lineman 23.76
23960 - Welder Combination Maintenance 22.99

23965 - Well Driller		23.48
23970 - Woodcraft Worker		23.48
23980 - Woodworker		18.59
24000 - Personal Needs Occupations		
24550 - Case Manager		16.23
24570 - Child Care Attendant		10.10
24580 - Child Care Center Clerk		11.74
24610 - Chore Aide		9.86
24620 - Family Readiness And Support Services Coordinator		16.23
24630 - Homemaker		16.23
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.66
25040 - Sewage Plant Operator		20.90
25070 - Stationary Engineer		25.66
25190 - Ventilation Equipment Tender		18.63
25210 - Water Treatment Plant Operator		20.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.11
27007 - Baggage Inspector		12.75
27008 - Corrections Officer		18.06
27010 - Court Security Officer		17.00
27030 - Detection Dog Handler		14.26
27040 - Detention Officer		18.06
27070 - Firefighter		18.06
27101 - Guard I		12.75
27102 - Guard II		14.26
27131 - Police Officer I		21.11
27132 - Police Officer II		23.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.24
28042 - Carnival Equipment Repairer		13.15
28043 - Carnival Worker		9.51
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.93
28630 - Sports Official		11.53
28690 - Swimming Pool Operator		17.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.13
29020 - Hatch Tender		21.13
29030 - Line Handler		21.13
29041 - Stevedore I		19.89
29042 - Stevedore II		22.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		19.30
30023 - Archeological Technician III		23.91
30030 - Cartographic Technician		23.91
30040 - Civil Engineering Technician		23.91
30051 - Cryogenic Technician I		26.48
30052 - Cryogenic Technician II		29.25
30061 - Drafter/CAD Operator I		17.25
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		14.60
30082 - Engineering Technician II		16.40
30083 - Engineering Technician III		18.35
30084 - Engineering Technician IV		22.72
30085 - Engineering Technician V		27.80
30086 - Engineering Technician VI		33.63
30090 - Environmental Technician		23.91
30095 - Evidence Control Specialist		23.91
30210 - Laboratory Technician		24.69
30221 - Latent Fingerprint Technician I		26.48
30222 - Latent Fingerprint Technician II		29.25
30240 - Mathematical Technician		23.91
30361 - Paralegal/Legal Assistant I		19.74
30362 - Paralegal/Legal Assistant II		24.45
30363 - Paralegal/Legal Assistant III		29.91
30364 - Paralegal/Legal Assistant IV		36.19
30375 - Petroleum Supply Specialist		29.25
30390 - Photo-Optics Technician		23.30
30395 - Radiation Control Technician		29.25
30461 - Technical Writer I		23.91
30462 - Technical Writer II		29.25
30463 - Technical Writer III		35.38
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		26.48
30502 - Weather Forecaster II		32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.51
30621 - Weather Observer Senior	(see 2)	23.91
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.00
31030 - Bus Driver		16.06
31043 - Driver Courier		13.11
31260 - Parking and Lot Attendant		11.14
31290 - Shuttle Bus Driver		14.03

31310 - Taxi Driver	13.75
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	17.32
31364 - Truckdriver Tractor-Trailer	17.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.54
99050 - Desk Clerk	10.14
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	27.90
99310 - Mortician	26.70
99410 - Pest Controller	20.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.87
99711 - Recycling Specialist	17.43
99730 - Refuse Collector	13.54
99810 - Sales Clerk	11.09
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	24.36
99831 - Surveying Aide	14.75
99832 - Surveying Technician	20.21
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4300
Revision No.: 11
Date Of Last Revision: 08/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Floyd Giles Montgomery Pulaski

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.09
01012 - Accounting Clerk II		15.82
01013 - Accounting Clerk III		17.70
01020 - Administrative Assistant		22.57
01035 - Court Reporter		18.60
01041 - Customer Service Representative I		11.58
01042 - Customer Service Representative II		13.02
01043 - Customer Service Representative III		14.20
01051 - Data Entry Operator I		14.02
01052 - Data Entry Operator II		15.29
01060 - Dispatcher Motor Vehicle		17.71
01070 - Document Preparation Clerk		14.81

01090 - Duplicating Machine Operator	14.81
01111 - General Clerk I	12.74
01112 - General Clerk II	13.90
01113 - General Clerk III	15.60
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	12.25
01191 - Order Clerk I	13.57
01192 - Order Clerk II	14.81
01261 - Personnel Assistant (Employment) I	16.08
01262 - Personnel Assistant (Employment) II	18.00
01263 - Personnel Assistant (Employment) III	20.07
01270 - Production Control Clerk	21.81
01290 - Rental Clerk	12.91
01300 - Scheduler Maintenance	16.62
01311 - Secretary I	16.62
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	16.40
01410 - Supply Technician	22.57
01420 - Survey Worker	14.85
01460 - Switchboard Operator/Receptionist	12.87
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.81
01612 - Word Processor II	16.62
01613 - Word Processor III	18.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	17.67
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.69
05070 - Automotive Worker	16.69
05110 - Mobile Equipment Servicer	14.68
05130 - Motor Equipment Metal Mechanic	18.54
05160 - Motor Equipment Metal Worker	16.69
05190 - Motor Vehicle Mechanic	18.54
05220 - Motor Vehicle Mechanic Helper	13.72
05250 - Motor Vehicle Upholstery Worker	15.71
05280 - Motor Vehicle Wrecker	16.69
05310 - Painter Automotive	17.67
05340 - Radiator Repair Specialist	16.69
05370 - Tire Repairer	14.68
05400 - Transmission Repair Specialist	18.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.65
07041 - Cook I	12.35
07042 - Cook II	14.04
07070 - Dishwasher	9.42
07130 - Food Service Worker	9.33
07210 - Meat Cutter	14.46

07260 - Waiter/Waitress	10.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.04
09040 - Furniture Handler	12.61
09080 - Furniture Refinisher	19.04
09090 - Furniture Refinisher Helper	14.78
09110 - Furniture Repairer Minor	16.93
09130 - Upholsterer	19.04
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	13.15
11090 - Gardener	16.69
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	9.59
11260 - Pruner	12.07
11270 - Tractor Operator	15.54
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	17.62
12011 - Breath Alcohol Technician	19.25
12012 - Certified Occupational Therapist Assistant	26.66
12015 - Certified Physical Therapist Assistant	30.30
12020 - Dental Assistant	20.81
12025 - Dental Hygienist	36.25
12030 - EKG Technician	27.24
12035 - Electroneurodiagnostic Technologist	27.24
12040 - Emergency Medical Technician	17.62
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.98
12073 - Licensed Practical Nurse III	20.04
12100 - Medical Assistant	14.40
12130 - Medical Laboratory Technician	22.02
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	19.97
12195 - Medical Transcriptionist	15.98
12210 - Nuclear Medicine Technologist	39.50
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	17.98
12236 - Optical Technician	16.06
12250 - Pharmacy Technician	14.48
12280 - Phlebotomist	15.91
12305 - Radiologic Technologist	28.15
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.32

12313 - Registered Nurse II Specialist		29.32
12314 - Registered Nurse III		35.47
12315 - Registered Nurse III Anesthetist		35.47
12316 - Registered Nurse IV		42.52
12317 - Scheduler (Drug and Alcohol Testing)		22.26
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		26.41
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		11.72
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.27
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	23.16
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		28.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.55
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		28.52

15070 - Flight Instructor (Pilot) 41.55
15080 - Graphic Artist 21.39
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.68
15086 - Maintenance Test Pilot Rotary Wing 41.68
15088 - Non-Maintenance Test/Co-Pilot 41.68
15090 - Technical Instructor 22.26
15095 - Technical Instructor/Course Developer 27.24
15110 - Test Proctor 17.98
15120 - Tutor 17.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.96
16030 - Counter Attendant 10.96
16040 - Dry Cleaner 13.83
16070 - Finisher Flatwork Machine 10.96
16090 - Presser Hand 10.96
16110 - Presser Machine Drycleaning 10.96
16130 - Presser Machine Shirts 10.96
16160 - Presser Machine Wearing Apparel Laundry 10.96
16190 - Sewing Machine Operator 14.82
16220 - Tailor 15.76
16250 - Washer Machine 11.67
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.82
19040 - Tool And Die Maker 29.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.44
21030 - Material Coordinator 21.81
21040 - Material Expediter 21.81
21050 - Material Handling Laborer 13.21
21071 - Order Filler 11.64
21080 - Production Line Worker (Food Processing) 15.44
21110 - Shipping Packer 15.96
21130 - Shipping/Receiving Clerk 15.96
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.44
21410 - Warehouse Specialist 15.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.60
23019 - Aircraft Logs and Records Technician 19.89
23021 - Aircraft Mechanic I 23.48
23022 - Aircraft Mechanic II 24.60
23023 - Aircraft Mechanic III 25.72
23040 - Aircraft Mechanic Helper 17.31
23050 - Aircraft Painter 22.37
23060 - Aircraft Servicer 19.89
23070 - Aircraft Survival Flight Equipment Technician 22.37
23080 - Aircraft Worker 21.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.13

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.48
23110 - Appliance Mechanic 22.37
23120 - Bicycle Repairer 18.59
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 21.13
23160 - Electrician Maintenance 23.25
23181 - Electronics Technician Maintenance I 22.17
23182 - Electronics Technician Maintenance II 23.47
23183 - Electronics Technician Maintenance III 24.63
23260 - Fabric Worker 19.89
23290 - Fire Alarm System Mechanic 23.48
23310 - Fire Extinguisher Repairer 18.59
23311 - Fuel Distribution System Mechanic 23.48
23312 - Fuel Distribution System Operator 18.59
23370 - General Maintenance Worker 18.67
23380 - Ground Support Equipment Mechanic 23.48
23381 - Ground Support Equipment Servicer 19.89
23382 - Ground Support Equipment Worker 21.13
23391 - Gunsmith I 18.59
23392 - Gunsmith II 21.13
23393 - Gunsmith III 23.48
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.16
23430 - Heavy Equipment Mechanic 23.48
23440 - Heavy Equipment Operator 18.88
23460 - Instrument Mechanic 23.48
23465 - Laboratory/Shelter Mechanic 22.37
23470 - Laborer 13.21
23510 - Locksmith 22.37
23530 - Machinery Maintenance Mechanic 25.08
23550 - Machinist Maintenance 23.03
23580 - Maintenance Trades Helper 14.12
23591 - Metrology Technician I 23.48
23592 - Metrology Technician II 24.60
23593 - Metrology Technician III 25.72
23640 - Millwright 23.48
23710 - Office Appliance Repairer 21.54
23760 - Painter Maintenance 17.23
23790 - Pipefitter Maintenance 23.67
23810 - Plumber Maintenance 22.55
23820 - Pneudraulic Systems Mechanic 23.48
23850 - Rigger 23.48
23870 - Scale Mechanic 21.13
23890 - Sheet-Metal Worker Maintenance 22.26
23910 - Small Engine Mechanic 18.21
23931 - Telecommunications Mechanic I 24.65

23932 - Telecommunications Mechanic II 25.80
23950 - Telephone Lineman 23.76
23960 - Welder Combination Maintenance 22.99
23965 - Well Driller 23.48
23970 - Woodcraft Worker 23.48
23980 - Woodworker 18.59
24000 - Personal Needs Occupations
24550 - Case Manager 16.23
24570 - Child Care Attendant 10.10
24580 - Child Care Center Clerk 11.74
24610 - Chore Aide 9.86
24620 - Family Readiness And Support Services Coordinator 16.23
24630 - Homemaker 16.23
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.66
25040 - Sewage Plant Operator 20.90
25070 - Stationary Engineer 25.66
25190 - Ventilation Equipment Tender 18.63
25210 - Water Treatment Plant Operator 20.90
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.11
27007 - Baggage Inspector 12.75
27008 - Corrections Officer 18.06
27010 - Court Security Officer 17.00
27030 - Detection Dog Handler 14.26
27040 - Detention Officer 18.06
27070 - Firefighter 18.06
27101 - Guard I 12.75
27102 - Guard II 14.26
27131 - Police Officer I 21.11
27132 - Police Officer II 23.45
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.24
28042 - Carnival Equipment Repairer 13.15
28043 - Carnival Worker 9.51
28210 - Gate Attendant/Gate Tender 12.94
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 14.48
28510 - Recreation Aide/Health Facility Attendant 10.72
28515 - Recreation Specialist 17.93
28630 - Sports Official 11.53
28690 - Swimming Pool Operator 17.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.13
29020 - Hatch Tender 21.13
29030 - Line Handler 21.13
29041 - Stevedore I 19.89
29042 - Stevedore II 22.37
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.25
30022 - Archeological Technician II 19.30
30023 - Archeological Technician III 23.91
30030 - Cartographic Technician 23.91
30040 - Civil Engineering Technician 23.91
30051 - Cryogenic Technician I 26.48
30052 - Cryogenic Technician II 29.25
30061 - Drafter/CAD Operator I 17.25
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 14.60
30082 - Engineering Technician II 16.40
30083 - Engineering Technician III 18.35
30084 - Engineering Technician IV 22.72
30085 - Engineering Technician V 27.80
30086 - Engineering Technician VI 33.63
30090 - Environmental Technician 23.91
30095 - Evidence Control Specialist 23.91
30210 - Laboratory Technician 24.69
30221 - Latent Fingerprint Technician I 26.48
30222 - Latent Fingerprint Technician II 29.25
30240 - Mathematical Technician 23.91
30361 - Paralegal/Legal Assistant I 19.74
30362 - Paralegal/Legal Assistant II 24.45
30363 - Paralegal/Legal Assistant III 29.91
30364 - Paralegal/Legal Assistant IV 36.19
30375 - Petroleum Supply Specialist 29.25
30390 - Photo-Optics Technician 23.30
30395 - Radiation Control Technician 29.25
30461 - Technical Writer I 23.91
30462 - Technical Writer II 29.25
30463 - Technical Writer III 35.38
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.48
30502 - Weather Forecaster II 32.20
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.51
30621 - Weather Observer Senior (see 2) 23.91
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.00
31030 - Bus Driver 16.06

31043 - Driver Courier	13.11
31260 - Parking and Lot Attendant	11.14
31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	14.03
31362 - Truckdriver Medium	15.01
31363 - Truckdriver Heavy	17.32
31364 - Truckdriver Tractor-Trailer	17.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.54
99050 - Desk Clerk	10.14
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	27.90
99310 - Mortician	26.70
99410 - Pest Controller	20.44
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.87
99711 - Recycling Specialist	17.43
99730 - Refuse Collector	13.54
99810 - Sales Clerk	11.09
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	24.36
99831 - Surveying Aide	14.75
99832 - Surveying Technician	20.21
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4301
Revision No.: 14
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Greene

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.25
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.78
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.60
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		16.65
01052 - Data Entry Operator II		18.17
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60
01090 - Duplicating Machine Operator		18.60
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 13.34
01191 - Order Clerk I 17.34
01192 - Order Clerk II 18.92
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 27.28
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 17.74
01410 - Supply Technician 31.78
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 15.44
01531 - Travel Clerk I 14.62
01532 - Travel Clerk II 15.80
01533 - Travel Clerk III 17.04
01611 - Word Processor I 17.19
01612 - Word Processor II 19.22
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.69
05010 - Automotive Electrician 20.41
05040 - Automotive Glass Installer 19.34
05070 - Automotive Worker 19.34
05110 - Mobile Equipment Servicer 18.88
05130 - Motor Equipment Metal Mechanic 21.41
05160 - Motor Equipment Metal Worker 19.34
05190 - Motor Vehicle Mechanic 21.41
05220 - Motor Vehicle Mechanic Helper 18.12
05250 - Motor Vehicle Upholstery Worker 19.61
05280 - Motor Vehicle Wrecker 19.31
05310 - Painter Automotive 20.41
05340 - Radiator Repair Specialist 19.31
05370 - Tire Repairer 16.71
05400 - Transmission Repair Specialist 21.41
07000 - Food Preparation And Service Occupations
07010 - Baker 14.47
07041 - Cook I 14.90
07042 - Cook II 17.03
07070 - Dishwasher 11.44
07130 - Food Service Worker 12.33
07210 - Meat Cutter 17.64
07260 - Waiter/Waitress 13.82
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.07

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 23.07
09090 - Furniture Refinisher Helper 17.68
09110 - Furniture Repairer Minor 20.27
09130 - Upholsterer 23.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.54
11060 - Elevator Operator 13.92
11090 - Gardener 19.21
11122 - Housekeeping Aide 14.12
11150 - Janitor 14.12
11210 - Laborer Grounds Maintenance 14.66
11240 - Maid or Houseman 11.88
11260 - Pruner 13.00
11270 - Tractor Operator 17.82
11330 - Trail Maintenance Worker 14.66
11360 - Window Cleaner 15.93
12000 - Health Occupations
12010 - Ambulance Driver 21.85
12011 - Breath Alcohol Technician 21.85
12012 - Certified Occupational Therapist Assistant 29.97
12015 - Certified Physical Therapist Assistant 30.86
12020 - Dental Assistant 18.89
12025 - Dental Hygienist 41.65
12030 - EKG Technician 33.11
12035 - Electroneurodiagnostic Technologist 33.11
12040 - Emergency Medical Technician 21.85
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.85
12073 - Licensed Practical Nurse III 24.35
12100 - Medical Assistant 16.82
12130 - Medical Laboratory Technician 25.99
12160 - Medical Record Clerk 19.50
12190 - Medical Record Technician 21.82
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 48.01
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.10
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 21.95
12236 - Optical Technician 17.55
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 17.71
12305 - Radiologic Technologist 31.11
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)		27.06
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.88
13012 - Exhibits Specialist II		28.34
13013 - Exhibits Specialist III		34.67
13041 - Illustrator I		22.88
13042 - Illustrator II		28.34
13043 - Illustrator III		34.67
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		21.91
13061 - Media Specialist I		20.46
13062 - Media Specialist II		22.88
13063 - Media Specialist III		25.50
13071 - Photographer I		20.46
13072 - Photographer II		22.88
13073 - Photographer III		28.34
13074 - Photographer IV		34.67
13075 - Photographer V		41.96
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		20.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.30
14043 - Computer Operator III		25.96
14044 - Computer Operator IV		28.84
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.81
14160 - Personal Computer Support Technician		28.84
14170 - System Support Specialist		31.90
15000 - Instructional Occupations		
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		36.15
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.41

15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.67
15095 - Technical Instructor/Course Developer 33.85
15110 - Test Proctor 22.34
15120 - Tutor 22.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 27.28
21040 - Material Expediter 27.28
21050 - Material Handling Laborer 13.83
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 14.95
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.07
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 23.07
23080 - Aircraft Worker 21.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 23.07

23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 33.02
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 24.00
23182 - Electronics Technician Maintenance II 24.83
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.35
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.02
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.73
23391 - Gunsmith I 19.56
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.94
23430 - Heavy Equipment Mechanic 23.19
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 14.98
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 23.86
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.33
23593 - Metrology Technician III 26.50
23640 - Millwright 25.33
23710 - Office Appliance Repairer 22.37
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 24.79
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 21.73
23931 - Telecommunications Mechanic I 28.17
23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 33.17
23960 - Welder Combination Maintenance 26.55

23965 - Well Driller		24.21
23970 - Woodcraft Worker		24.21
23980 - Woodworker		19.56
24000 - Personal Needs Occupations		
24550 - Case Manager		15.64
24570 - Child Care Attendant		12.19
24580 - Child Care Center Clerk		14.83
24610 - Chore Aide		10.93
24620 - Family Readiness And Support Services Coordinator		15.64
24630 - Homemaker		16.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.21
25040 - Sewage Plant Operator		21.75
25070 - Stationary Engineer		24.21
25190 - Ventilation Equipment Tender		17.68
25210 - Water Treatment Plant Operator		21.75
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.67
27007 - Baggage Inspector		12.71
27008 - Corrections Officer		22.80
27010 - Court Security Officer		24.72
27030 - Detection Dog Handler		15.60
27040 - Detention Officer		22.80
27070 - Firefighter		24.63
27101 - Guard I		12.71
27102 - Guard II		15.60
27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.07
28042 - Carnival Equipment Repairer		17.29
28043 - Carnival Worker		11.77
28210 - Gate Attendant/Gate Tender		16.84
28310 - Lifeguard		14.23
28350 - Park Attendant (Aide)		18.84
28510 - Recreation Aide/Health Facility Attendant		13.75
28515 - Recreation Specialist		23.34
28630 - Sports Official		15.00
28690 - Swimming Pool Operator		19.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.98
29020 - Hatch Tender		21.98
29030 - Line Handler		21.98
29041 - Stevedore I		20.33
29042 - Stevedore II		23.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		19.53
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		26.61
30052 - Cryogenic Technician II		29.39
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		24.02
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		26.61
30222 - Latent Fingerprint Technician II		29.39
30240 - Mathematical Technician		29.83
30361 - Paralegal/Legal Assistant I		19.53
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		29.39
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		29.39
30461 - Technical Writer I		28.95
30462 - Technical Writer II		35.41
30463 - Technical Writer III		42.85
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.22
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.77

31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	19.49
31364 - Truckdriver Tractor-Trailer	19.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.75
99050 - Desk Clerk	11.61
99095 - Embalmer	26.70
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	17.12
99260 - Marketing Analyst	28.72
99310 - Mortician	26.70
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	17.48
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.06
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.36
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4302
Revision No.: 13
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Greene

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60

01090 - Duplicating Machine Operator	18.60
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	13.34
01191 - Order Clerk I	17.34
01192 - Order Clerk II	18.92
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	25.27
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	17.74
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.25
01531 - Travel Clerk I	14.62
01532 - Travel Clerk II	15.80
01533 - Travel Clerk III	17.04
01611 - Word Processor I	17.19
01612 - Word Processor II	19.22
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.17
05010 - Automotive Electrician	20.41
05040 - Automotive Glass Installer	19.34
05070 - Automotive Worker	19.34
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.41
05160 - Motor Equipment Metal Worker	19.34
05190 - Motor Vehicle Mechanic	21.41
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter Automotive	20.41
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	16.71
05400 - Transmission Repair Specialist	21.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	14.30
07042 - Cook II	16.34
07070 - Dishwasher	10.96
07130 - Food Service Worker	11.95
07210 - Meat Cutter	17.13

07260 - Waiter/Waitress	13.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.07
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	23.07
09090 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer Minor	20.27
09130 - Upholsterer	23.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.54
11060 - Elevator Operator	13.83
11090 - Gardener	18.82
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	11.33
11260 - Pruner	12.77
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	20.05
12012 - Certified Occupational Therapist Assistant	27.50
12015 - Certified Physical Therapist Assistant	30.86
12020 - Dental Assistant	18.89
12025 - Dental Hygienist	41.65
12030 - EKG Technician	30.38
12035 - Electroneurodiagnostic Technologist	30.38
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	15.67
12130 - Medical Laboratory Technician	23.63
12160 - Medical Record Clerk	19.50
12190 - Medical Record Technician	21.82
12195 - Medical Transcriptionist	17.92
12210 - Nuclear Medicine Technologist	44.05
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	21.60
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	31.11
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)		24.83
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.28
13012 - Exhibits Specialist II		27.60
13013 - Exhibits Specialist III		33.76
13041 - Illustrator I		22.28
13042 - Illustrator II		27.60
13043 - Illustrator III		33.76
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.58
13061 - Media Specialist I		19.91
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.83
13071 - Photographer I		19.91
13072 - Photographer II		22.28
13073 - Photographer III		27.60
13074 - Photographer IV		33.76
13075 - Photographer V		40.84
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.00
15000 - Instructional Occupations		
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		35.10

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.41
15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.46
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 13.83
21071 - Order Filler 13.57
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 14.95
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.07
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 23.07
23080 - Aircraft Worker 21.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.73

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 18.35
23125 - Cable Splicer 33.02
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 24.00
23182 - Electronics Technician Maintenance II 24.83
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 20.30
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.35
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.02
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.73
23391 - Gunsmith I 19.56
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 23.19
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 14.98
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.33
23593 - Metrology Technician III 26.50
23640 - Millwright 25.33
23710 - Office Appliance Repairer 22.10
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 24.79
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 21.73
23931 - Telecommunications Mechanic I 28.17

23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 33.17
23960 - Welder Combination Maintenance 26.55
23965 - Well Driller 24.21
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.56
24000 - Personal Needs Occupations
24550 - Case Manager 15.64
24570 - Child Care Attendant 12.19
24580 - Child Care Center Clerk 14.50
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.64
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.21
25040 - Sewage Plant Operator 21.51
25070 - Stationary Engineer 24.21
25190 - Ventilation Equipment Tender 17.68
25210 - Water Treatment Plant Operator 21.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.67
27007 - Baggage Inspector 12.71
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 15.60
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 12.71
27102 - Guard II 15.60
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.61
28042 - Carnival Equipment Repairer 15.72
28043 - Carnival Worker 10.70
28210 - Gate Attendant/Gate Tender 15.31
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 17.13
28510 - Recreation Aide/Health Facility Attendant 12.50
28515 - Recreation Specialist 21.22
28630 - Sports Official 13.64
28690 - Swimming Pool Operator 17.95
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.98
29020 - Hatch Tender 21.98
29030 - Line Handler 21.98
29041 - Stevedore I 20.33
29042 - Stevedore II 23.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.92
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 19.53
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 26.61
30052 - Cryogenic Technician II 29.39
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 24.02
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 26.61
30222 - Latent Fingerprint Technician II 29.39
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 19.53
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 29.39
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 29.39
30461 - Technical Writer I 28.59
30462 - Technical Writer II 34.98
30463 - Technical Writer III 42.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 16.22
31030 - Bus Driver 20.85

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	11.87
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	14.89
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	19.18
31364 - Truckdriver Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.52
99050 - Desk Clerk	11.61
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.29
99252 - Laboratory Animal Caretaker II	16.45
99260 - Marketing Analyst	26.11
99310 - Mortician	26.70
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.03
99730 - Refuse Collector	17.48
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.69
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4303
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Albemarle Buckingham Charlottesville Fluvanna

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.25
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		31.78
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		14.60
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		16.65
01052 - Data Entry Operator II		18.17
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60
01090 - Duplicating Machine Operator		18.60
01111 - General Clerk I		13.90
01112 - General Clerk II		15.17

01113 - General Clerk III 17.46
01120 - Housing Referral Assistant 20.44
01141 - Messenger Courier 13.34
01191 - Order Clerk I 17.34
01192 - Order Clerk II 18.92
01261 - Personnel Assistant (Employment) I 16.89
01262 - Personnel Assistant (Employment) II 18.90
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 27.28
01290 - Rental Clerk 15.94
01300 - Scheduler Maintenance 16.40
01311 - Secretary I 16.40
01312 - Secretary II 18.34
01313 - Secretary III 20.44
01320 - Service Order Dispatcher 17.74
01410 - Supply Technician 31.78
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 15.44
01531 - Travel Clerk I 14.42
01532 - Travel Clerk II 15.38
01533 - Travel Clerk III 16.30
01611 - Word Processor I 14.78
01612 - Word Processor II 17.53
01613 - Word Processor III 18.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.69
05010 - Automotive Electrician 20.97
05040 - Automotive Glass Installer 19.97
05070 - Automotive Worker 19.97
05110 - Mobile Equipment Servicer 17.96
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.97
05190 - Motor Vehicle Mechanic 22.89
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 19.97
05310 - Painter Automotive 20.97
05340 - Radiator Repair Specialist 19.97
05370 - Tire Repairer 17.03
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 14.47
07041 - Cook I 14.90
07042 - Cook II 17.03
07070 - Dishwasher 11.44
07130 - Food Service Worker 12.33
07210 - Meat Cutter 17.64
07260 - Waiter/Waitress 13.69
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.07

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 23.07
09090 - Furniture Refinisher Helper 17.68
09110 - Furniture Repairer Minor 20.27
09130 - Upholsterer 23.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.05
11060 - Elevator Operator 13.92
11090 - Gardener 19.21
11122 - Housekeeping Aide 14.12
11150 - Janitor 14.12
11210 - Laborer Grounds Maintenance 14.66
11240 - Maid or Houseman 11.88
11260 - Pruner 13.00
11270 - Tractor Operator 17.82
11330 - Trail Maintenance Worker 14.66
11360 - Window Cleaner 15.93
12000 - Health Occupations
12010 - Ambulance Driver 21.85
12011 - Breath Alcohol Technician 21.85
12012 - Certified Occupational Therapist Assistant 29.97
12015 - Certified Physical Therapist Assistant 30.86
12020 - Dental Assistant 19.03
12025 - Dental Hygienist 41.79
12030 - EKG Technician 32.22
12035 - Electroneurodiagnostic Technologist 32.22
12040 - Emergency Medical Technician 21.85
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.85
12073 - Licensed Practical Nurse III 24.35
12100 - Medical Assistant 16.82
12130 - Medical Laboratory Technician 25.99
12160 - Medical Record Clerk 19.48
12190 - Medical Record Technician 21.78
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 48.01
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.10
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 21.95
12236 - Optical Technician 17.55
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 17.71
12305 - Radiologic Technologist 29.71
12311 - Registered Nurse I 23.80
12312 - Registered Nurse II 29.10
12313 - Registered Nurse II Specialist 29.10
12314 - Registered Nurse III 35.21
12315 - Registered Nurse III Anesthetist 35.21

12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		27.06
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.88
13012 - Exhibits Specialist II		28.34
13013 - Exhibits Specialist III		34.67
13041 - Illustrator I		22.88
13042 - Illustrator II		28.34
13043 - Illustrator III		34.67
13047 - Librarian		31.39
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		28.34
13058 - Library Technician		21.91
13061 - Media Specialist I		20.46
13062 - Media Specialist II		22.88
13063 - Media Specialist III		25.50
13071 - Photographer I		20.46
13072 - Photographer II		22.88
13073 - Photographer III		28.34
13074 - Photographer IV		34.67
13075 - Photographer V		41.96
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		20.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.41
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		29.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		38.72
15030 - Air Crew Training Devices Instructor (Pilot)		46.41
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		36.15
15070 - Flight Instructor (Pilot)		46.41
15080 - Graphic Artist		26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.41

15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.67
15095 - Technical Instructor/Course Developer 33.85
15110 - Test Proctor 22.34
15120 - Tutor 22.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.42
21030 - Material Coordinator 27.28
21040 - Material Expediter 27.28
21050 - Material Handling Laborer 13.82
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 17.42
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 13.25
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 17.42
21410 - Warehouse Specialist 17.42
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99
23110 - Appliance Mechanic 23.07

23120 - Bicycle Repairer	19.02
23125 - Cable Splicer	32.51
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	21.73
23160 - Electrician Maintenance	24.34
23181 - Electronics Technician Maintenance I	24.63
23182 - Electronics Technician Maintenance II	26.24
23183 - Electronics Technician Maintenance III	27.53
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	24.21
23310 - Fire Extinguisher Repairer	19.02
23311 - Fuel Distribution System Mechanic	24.21
23312 - Fuel Distribution System Operator	19.02
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	24.99
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.61
23391 - Gunsmith I	19.02
23392 - Gunsmith II	21.73
23393 - Gunsmith III	24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	23.19
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	25.41
23465 - Laboratory/Shelter Mechanic	23.07
23470 - Laborer	12.92
23510 - Locksmith	23.07
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist Maintenance	23.86
23580 - Maintenance Trades Helper	17.97
23591 - Metrology Technician I	25.41
23592 - Metrology Technician II	26.58
23593 - Metrology Technician III	27.81
23640 - Millwright	24.21
23710 - Office Appliance Repairer	22.37
23760 - Painter Maintenance	19.52
23790 - Pipefitter Maintenance	24.79
23810 - Plumber Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	24.21
23850 - Rigger	24.21
23870 - Scale Mechanic	21.73
23890 - Sheet-Metal Worker Maintenance	21.18
23910 - Small Engine Mechanic	21.73
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.55
23950 - Telephone Lineman	29.83
23960 - Welder Combination Maintenance	25.62

23965 - Well Driller 24.78
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.02
24000 - Personal Needs Occupations
24550 - Case Manager 15.64
24570 - Child Care Attendant 11.90
24580 - Child Care Center Clerk 14.83
24610 - Chore Aide 10.93
24620 - Family Readiness And Support Services Coordinator 15.64
24630 - Homemaker 15.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.21
25040 - Sewage Plant Operator 21.75
25070 - Stationary Engineer 24.21
25190 - Ventilation Equipment Tender 17.68
25210 - Water Treatment Plant Operator 21.75
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.67
27007 - Baggage Inspector 12.52
27008 - Corrections Officer 18.28
27010 - Court Security Officer 21.30
27030 - Detection Dog Handler 14.00
27040 - Detention Officer 18.28
27070 - Firefighter 22.67
27101 - Guard I 12.52
27102 - Guard II 14.00
27131 - Police Officer I 23.07
27132 - Police Officer II 25.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.61
28042 - Carnival Equipment Repairer 16.80
28043 - Carnival Worker 11.77
28210 - Gate Attendant/Gate Tender 16.84
28310 - Lifeguard 14.23
28350 - Park Attendant (Aide) 18.84
28510 - Recreation Aide/Health Facility Attendant 13.75
28515 - Recreation Specialist 23.34
28630 - Sports Official 15.00
28690 - Swimming Pool Operator 19.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.73
29020 - Hatch Tender 21.73
29030 - Line Handler 21.73
29041 - Stevedore I 20.27
29042 - Stevedore II 23.07
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59

30021 - Archeological Technician I 17.41
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 24.13
30030 - Cartographic Technician 24.13
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 26.61
30052 - Cryogenic Technician II 29.39
30061 - Drafter/CAD Operator I 17.41
30062 - Drafter/CAD Operator II 19.48
30063 - Drafter/CAD Operator III 21.71
30064 - Drafter/CAD Operator IV 26.72
30081 - Engineering Technician I 16.82
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 21.11
30084 - Engineering Technician IV 26.16
30085 - Engineering Technician V 32.00
30086 - Engineering Technician VI 38.72
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 24.02
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 26.61
30222 - Latent Fingerprint Technician II 29.39
30240 - Mathematical Technician 26.55
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 24.16
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.74
30375 - Petroleum Supply Specialist 29.39
30390 - Photo-Optics Technician 24.14
30395 - Radiation Control Technician 29.39
30461 - Technical Writer I 28.95
30462 - Technical Writer II 35.41
30463 - Technical Writer III 42.85
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 26.72
30502 - Weather Forecaster II 32.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.71
30621 - Weather Observer Senior (see 2) 24.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 12.58
31030 - Bus Driver 17.57
31043 - Driver Courier 14.07
31260 - Parking and Lot Attendant 11.89
31290 - Shuttle Bus Driver 15.77

31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.17
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	19.49
31364 - Truckdriver Tractor-Trailer	19.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.75
99050 - Desk Clerk	11.61
99095 - Embalmer	32.89
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	17.12
99260 - Marketing Analyst	28.72
99310 - Mortician	32.89
99410 - Pest Controller	19.70
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.96
99730 - Refuse Collector	17.48
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	23.04
99831 - Surveying Aide	15.07
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.36
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4304
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Albemarle Buckingham Charlottesville Fluvanna

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		29.08
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60

01090 - Duplicating Machine Operator	18.60
01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	17.46
01120 - Housing Referral Assistant	20.18
01141 - Messenger Courier	13.34
01191 - Order Clerk I	17.34
01192 - Order Clerk II	18.92
01261 - Personnel Assistant (Employment) I	16.89
01262 - Personnel Assistant (Employment) II	18.90
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	25.27
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	16.17
01311 - Secretary I	16.17
01312 - Secretary II	18.10
01313 - Secretary III	20.18
01320 - Service Order Dispatcher	17.74
01410 - Supply Technician	29.08
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	14.12
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	15.97
01611 - Word Processor I	14.78
01612 - Word Processor II	17.53
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.17
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	17.03
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.15
07041 - Cook I	14.30
07042 - Cook II	16.34
07070 - Dishwasher	10.96
07130 - Food Service Worker	11.95
07210 - Meat Cutter	17.13

07260 - Waiter/Waitress	13.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.07
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	23.07
09090 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer Minor	20.27
09130 - Upholsterer	23.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	13.87
11090 - Gardener	18.82
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	14.41
11240 - Maid or Houseman	11.33
11260 - Pruner	12.77
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	14.41
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	20.05
12012 - Certified Occupational Therapist Assistant	27.50
12015 - Certified Physical Therapist Assistant	30.86
12020 - Dental Assistant	19.03
12025 - Dental Hygienist	41.79
12030 - EKG Technician	29.29
12035 - Electroneurodiagnostic Technologist	29.29
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.67
12130 - Medical Laboratory Technician	23.63
12160 - Medical Record Clerk	19.34
12190 - Medical Record Technician	21.64
12195 - Medical Transcriptionist	17.92
12210 - Nuclear Medicine Technologist	44.05
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	21.84
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	29.71
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.10

12313 - Registered Nurse II Specialist		29.10
12314 - Registered Nurse III		35.21
12315 - Registered Nurse III Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.83
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.28
13012 - Exhibits Specialist II		27.60
13013 - Exhibits Specialist III		33.76
13041 - Illustrator I		22.28
13042 - Illustrator II		27.60
13043 - Illustrator III		33.76
13047 - Librarian		30.57
13050 - Library Aide/Clerk		13.64
13054 - Library Information Technology Systems Administrator		27.60
13058 - Library Technician		20.35
13061 - Media Specialist I		19.91
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.83
13071 - Photographer I		19.91
13072 - Photographer II		22.28
13073 - Photographer III		27.60
13074 - Photographer IV		33.76
13075 - Photographer V		40.84
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		18.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		38.72
15030 - Air Crew Training Devices Instructor (Pilot)		46.41
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		35.10

15070 - Flight Instructor (Pilot) 46.41
15080 - Graphic Artist 26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.41
15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.46
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.19
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 13.82
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 16.19
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 13.11
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 16.19
21410 - Warehouse Specialist 16.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99
23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 19.02
23125 - Cable Splicer 32.51
23130 - Carpenter Maintenance 20.56
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 24.34
23181 - Electronics Technician Maintenance I 24.63
23182 - Electronics Technician Maintenance II 26.24
23183 - Electronics Technician Maintenance III 27.53
23260 - Fabric Worker 20.27
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.02
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.02
23370 - General Maintenance Worker 18.27
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 19.02
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 23.19
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 12.44
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 23.19
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 24.21
23710 - Office Appliance Repairer 22.01
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 24.79
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 21.18
23910 - Small Engine Mechanic 21.73
23931 - Telecommunications Mechanic I 26.33

23932 - Telecommunications Mechanic II 27.55
23950 - Telephone Lineman 29.83
23960 - Welder Combination Maintenance 25.61
23965 - Well Driller 24.78
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.02
24000 - Personal Needs Occupations
24550 - Case Manager 15.64
24570 - Child Care Attendant 11.27
24580 - Child Care Center Clerk 14.06
24610 - Chore Aide 10.13
24620 - Family Readiness And Support Services Coordinator 15.64
24630 - Homemaker 15.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.21
25040 - Sewage Plant Operator 21.51
25070 - Stationary Engineer 24.21
25190 - Ventilation Equipment Tender 17.68
25210 - Water Treatment Plant Operator 21.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.67
27007 - Baggage Inspector 12.25
27008 - Corrections Officer 18.21
27010 - Court Security Officer 21.30
27030 - Detection Dog Handler 13.70
27040 - Detention Officer 18.21
27070 - Firefighter 22.67
27101 - Guard I 12.25
27102 - Guard II 13.70
27131 - Police Officer I 23.07
27132 - Police Officer II 25.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.19
28042 - Carnival Equipment Repairer 15.27
28043 - Carnival Worker 10.70
28210 - Gate Attendant/Gate Tender 15.31
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 17.13
28510 - Recreation Aide/Health Facility Attendant 12.50
28515 - Recreation Specialist 21.22
28630 - Sports Official 13.64
28690 - Swimming Pool Operator 17.95
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.73
29020 - Hatch Tender 21.73
29030 - Line Handler 21.73
29041 - Stevedore I 20.27
29042 - Stevedore II 23.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.41
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 24.13
30030 - Cartographic Technician 24.13
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 26.61
30052 - Cryogenic Technician II 29.39
30061 - Drafter/CAD Operator I 17.41
30062 - Drafter/CAD Operator II 19.48
30063 - Drafter/CAD Operator III 21.71
30064 - Drafter/CAD Operator IV 26.72
30081 - Engineering Technician I 16.82
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 21.11
30084 - Engineering Technician IV 26.16
30085 - Engineering Technician V 32.00
30086 - Engineering Technician VI 38.72
30090 - Environmental Technician 26.84
30095 - Evidence Control Specialist 24.02
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 26.61
30222 - Latent Fingerprint Technician II 29.39
30240 - Mathematical Technician 24.14
30361 - Paralegal/Legal Assistant I 18.62
30362 - Paralegal/Legal Assistant II 24.16
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.74
30375 - Petroleum Supply Specialist 29.39
30390 - Photo-Optics Technician 24.14
30395 - Radiation Control Technician 29.39
30461 - Technical Writer I 28.59
30462 - Technical Writer II 34.98
30463 - Technical Writer III 42.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.72
30502 - Weather Forecaster II 32.51
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.71
30621 - Weather Observer Senior (see 2) 24.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 17.11

31043 - Driver Courier	13.86
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	14.91
31310 - Taxi Driver	14.89
31361 - Truckdriver Light	14.91
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	18.44
31364 - Truckdriver Tractor-Trailer	18.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.52
99050 - Desk Clerk	11.61
99095 - Embalmer	32.89
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.29
99252 - Laboratory Animal Caretaker II	16.45
99260 - Marketing Analyst	26.11
99310 - Mortician	32.89
99410 - Pest Controller	19.70
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.96
99730 - Refuse Collector	17.48
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	20.94
99831 - Surveying Aide	13.70
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4305
Revision No.: 14
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Nelson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.25
01013 - Accounting Clerk III		20.41
01020 - Administrative Assistant		31.30
01035 - Court Reporter		18.34
01041 - Customer Service Representative I		14.60
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.88
01051 - Data Entry Operator I		16.65
01052 - Data Entry Operator II		18.17
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60
01090 - Duplicating Machine Operator		18.60
01111 - General Clerk I		13.90
01112 - General Clerk II		15.17

01113 - General Clerk III 17.04
01120 - Housing Referral Assistant 20.44
01141 - Messenger Courier 13.25
01191 - Order Clerk I 17.34
01192 - Order Clerk II 18.92
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 27.28
01290 - Rental Clerk 14.87
01300 - Scheduler Maintenance 16.40
01311 - Secretary I 16.40
01312 - Secretary II 18.34
01313 - Secretary III 20.44
01320 - Service Order Dispatcher 17.74
01410 - Supply Technician 31.30
01420 - Survey Worker 17.42
01460 - Switchboard Operator/Receptionist 15.44
01531 - Travel Clerk I 14.42
01532 - Travel Clerk II 15.38
01533 - Travel Clerk III 16.30
01611 - Word Processor I 14.60
01612 - Word Processor II 16.40
01613 - Word Processor III 18.34
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 27.69
05010 - Automotive Electrician 20.41
05040 - Automotive Glass Installer 19.22
05070 - Automotive Worker 19.22
05110 - Mobile Equipment Servicer 16.82
05130 - Motor Equipment Metal Mechanic 21.41
05160 - Motor Equipment Metal Worker 19.22
05190 - Motor Vehicle Mechanic 21.41
05220 - Motor Vehicle Mechanic Helper 15.64
05250 - Motor Vehicle Upholstery Worker 17.92
05280 - Motor Vehicle Wrecker 19.22
05310 - Painter Automotive 20.41
05340 - Radiator Repair Specialist 19.22
05370 - Tire Repairer 17.03
05400 - Transmission Repair Specialist 21.41
07000 - Food Preparation And Service Occupations
07010 - Baker 14.47
07041 - Cook I 14.90
07042 - Cook II 17.03
07070 - Dishwasher 11.44
07130 - Food Service Worker 12.33
07210 - Meat Cutter 17.64
07260 - Waiter/Waitress 13.18
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.63

09040 - Furniture Handler 14.56
09080 - Furniture Refinisher 22.63
09090 - Furniture Refinisher Helper 17.68
09110 - Furniture Repairer Minor 20.27
09130 - Upholsterer 22.63
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.13
11060 - Elevator Operator 13.92
11090 - Gardener 19.21
11122 - Housekeeping Aide 14.12
11150 - Janitor 14.12
11210 - Laborer Grounds Maintenance 14.66
11240 - Maid or Houseman 11.88
11260 - Pruner 13.00
11270 - Tractor Operator 17.82
11330 - Trail Maintenance Worker 14.66
11360 - Window Cleaner 15.93
12000 - Health Occupations
12010 - Ambulance Driver 21.85
12011 - Breath Alcohol Technician 21.85
12012 - Certified Occupational Therapist Assistant 29.97
12015 - Certified Physical Therapist Assistant 33.97
12020 - Dental Assistant 18.89
12025 - Dental Hygienist 41.65
12030 - EKG Technician 33.11
12035 - Electroneurodiagnostic Technologist 33.11
12040 - Emergency Medical Technician 21.85
12071 - Licensed Practical Nurse I 19.54
12072 - Licensed Practical Nurse II 21.85
12073 - Licensed Practical Nurse III 24.35
12100 - Medical Assistant 16.82
12130 - Medical Laboratory Technician 25.99
12160 - Medical Record Clerk 19.48
12190 - Medical Record Technician 21.78
12195 - Medical Transcriptionist 17.81
12210 - Nuclear Medicine Technologist 48.01
12221 - Nursing Assistant I 11.65
12222 - Nursing Assistant II 13.10
12223 - Nursing Assistant III 14.29
12224 - Nursing Assistant IV 16.05
12235 - Optical Dispenser 21.95
12236 - Optical Technician 17.55
12250 - Pharmacy Technician 17.03
12280 - Phlebotomist 17.71
12305 - Radiologic Technologist 29.71
12311 - Registered Nurse I 23.45
12312 - Registered Nurse II 28.68
12313 - Registered Nurse II Specialist 28.68
12314 - Registered Nurse III 34.70
12315 - Registered Nurse III Anesthetist 34.70

12316 - Registered Nurse IV		41.59
12317 - Scheduler (Drug and Alcohol Testing)		27.06
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.88
13012 - Exhibits Specialist II		28.34
13013 - Exhibits Specialist III		34.67
13041 - Illustrator I		22.88
13042 - Illustrator II		28.34
13043 - Illustrator III		34.67
13047 - Librarian		31.39
13050 - Library Aide/Clerk		13.40
13054 - Library Information Technology Systems Administrator		28.34
13058 - Library Technician		21.90
13061 - Media Specialist I		20.46
13062 - Media Specialist II		22.88
13063 - Media Specialist III		25.50
13071 - Photographer I		20.46
13072 - Photographer II		22.88
13073 - Photographer III		28.34
13074 - Photographer IV		34.67
13075 - Photographer V		41.96
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		20.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.39
14042 - Computer Operator II		18.35
14043 - Computer Operator III		20.46
14044 - Computer Operator IV		22.76
14045 - Computer Operator V		25.18
14071 - Computer Programmer I	(see 1)	24.71
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.39
14160 - Personal Computer Support Technician		22.76
14170 - System Support Specialist		29.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.01
15020 - Aircrew Training Devices Instructor (Rated)		38.72
15030 - Air Crew Training Devices Instructor (Pilot)		46.41
15050 - Computer Based Training Specialist / Instructor		32.01
15060 - Educational Technologist		36.15
15070 - Flight Instructor (Pilot)		46.41
15080 - Graphic Artist		23.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.41

15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.67
15095 - Technical Instructor/Course Developer 33.85
15110 - Test Proctor 22.34
15120 - Tutor 22.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.21
21030 - Material Coordinator 27.28
21040 - Material Expediter 27.28
21050 - Material Handling Laborer 12.92
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 16.21
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 13.25
21150 - Stock Clerk 18.77
21210 - Tools And Parts Attendant 16.21
21410 - Warehouse Specialist 16.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.33
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 24.21
23022 - Aircraft Mechanic II 25.33
23023 - Aircraft Mechanic III 26.50
23040 - Aircraft Mechanic Helper 17.68
23050 - Aircraft Painter 23.07
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 23.07
23080 - Aircraft Worker 21.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.21
23110 - Appliance Mechanic 23.07

23120 - Bicycle Repairer 18.45
23125 - Cable Splicer 32.51
23130 - Carpenter Maintenance 21.01
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 23.33
23182 - Electronics Technician Maintenance II 24.77
23183 - Electronics Technician Maintenance III 25.99
23260 - Fabric Worker 20.27
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.02
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.02
23370 - General Maintenance Worker 18.11
23380 - Ground Support Equipment Mechanic 24.21
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.73
23391 - Gunsmith I 19.02
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.94
23430 - Heavy Equipment Mechanic 22.45
23440 - Heavy Equipment Operator 19.82
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 12.92
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 23.86
23580 - Maintenance Trades Helper 16.69
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.33
23593 - Metrology Technician III 26.50
23640 - Millwright 24.21
23710 - Office Appliance Repairer 20.04
23760 - Painter Maintenance 18.11
23790 - Pipefitter Maintenance 24.79
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 20.80
23910 - Small Engine Mechanic 21.73
23931 - Telecommunications Mechanic I 26.85
23932 - Telecommunications Mechanic II 28.09
23950 - Telephone Lineman 29.06
23960 - Welder Combination Maintenance 25.62

23965 - Well Driller	24.21
23970 - Woodcraft Worker	24.21
23980 - Woodworker	19.02
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	11.90
24580 - Child Care Center Clerk	14.83
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	21.75
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	21.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	18.28
27010 - Court Security Officer	17.14
27030 - Detection Dog Handler	14.00
27040 - Detention Officer	18.28
27070 - Firefighter	17.00
27101 - Guard I	12.52
27102 - Guard II	14.00
27131 - Police Officer I	21.97
27132 - Police Officer II	24.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.61
28042 - Carnival Equipment Repairer	16.80
28043 - Carnival Worker	11.54
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	14.23
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.75
28515 - Recreation Specialist	23.34
28630 - Sports Official	15.00
28690 - Swimming Pool Operator	19.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.73
29020 - Hatch Tender	21.73
29030 - Line Handler	21.73
29041 - Stevedore I	20.27
29042 - Stevedore II	23.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		17.33
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.02
30030 - Cartographic Technician		24.02
30040 - Civil Engineering Technician		22.07
30051 - Cryogenic Technician I		26.61
30052 - Cryogenic Technician II		29.39
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.62
30064 - Drafter/CAD Operator IV		26.61
30081 - Engineering Technician I		15.52
30082 - Engineering Technician II		17.44
30083 - Engineering Technician III		19.50
30084 - Engineering Technician IV		24.16
30085 - Engineering Technician V		29.55
30086 - Engineering Technician VI		35.76
30090 - Environmental Technician		26.75
30095 - Evidence Control Specialist		24.02
30210 - Laboratory Technician		21.62
30221 - Latent Fingerprint Technician I		26.61
30222 - Latent Fingerprint Technician II		29.39
30240 - Mathematical Technician		26.42
30361 - Paralegal/Legal Assistant I		17.67
30362 - Paralegal/Legal Assistant II		21.89
30363 - Paralegal/Legal Assistant III		26.78
30364 - Paralegal/Legal Assistant IV		32.40
30375 - Petroleum Supply Specialist		29.39
30390 - Photo-Optics Technician		24.02
30395 - Radiation Control Technician		29.39
30461 - Technical Writer I		28.95
30462 - Technical Writer II		35.41
30463 - Technical Writer III		42.85
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.61
30502 - Weather Forecaster II		32.37
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.62
30621 - Weather Observer Senior	(see 2)	24.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.58
31030 - Bus Driver		17.57
31043 - Driver Courier		14.07
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.77

31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.17
31362 - Truckdriver Medium	16.16
31363 - Truckdriver Heavy	19.49
31364 - Truckdriver Tractor-Trailer	19.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.75
99050 - Desk Clerk	11.61
99095 - Embalmer	26.70
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.88
99252 - Laboratory Animal Caretaker II	17.12
99260 - Marketing Analyst	28.72
99310 - Mortician	26.70
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.96
99730 - Refuse Collector	17.48
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	24.89
99831 - Surveying Aide	15.06
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	25.36
99842 - Vending Machine Repairer Helper	20.58

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4306
Revision No.: 13
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Nelson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		28.45
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.44
01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		15.14
01052 - Data Entry Operator II		16.52
01060 - Dispatcher Motor Vehicle		19.85
01070 - Document Preparation Clerk		18.60

01090 - Duplicating Machine Operator	18.60
01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	16.78
01120 - Housing Referral Assistant	20.18
01141 - Messenger Courier	13.25
01191 - Order Clerk I	17.34
01192 - Order Clerk II	18.92
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	25.27
01290 - Rental Clerk	14.87
01300 - Scheduler Maintenance	16.17
01311 - Secretary I	16.17
01312 - Secretary II	18.10
01313 - Secretary III	20.18
01320 - Service Order Dispatcher	17.74
01410 - Supply Technician	28.45
01420 - Survey Worker	17.20
01460 - Switchboard Operator/Receptionist	15.25
01531 - Travel Clerk I	14.12
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	15.97
01611 - Word Processor I	14.41
01612 - Word Processor II	16.17
01613 - Word Processor III	18.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.17
05010 - Automotive Electrician	20.41
05040 - Automotive Glass Installer	19.22
05070 - Automotive Worker	19.22
05110 - Mobile Equipment Servicer	16.82
05130 - Motor Equipment Metal Mechanic	21.41
05160 - Motor Equipment Metal Worker	19.22
05190 - Motor Vehicle Mechanic	21.41
05220 - Motor Vehicle Mechanic Helper	15.64
05250 - Motor Vehicle Upholstery Worker	17.92
05280 - Motor Vehicle Wrecker	19.22
05310 - Painter Automotive	20.41
05340 - Radiator Repair Specialist	19.22
05370 - Tire Repairer	17.03
05400 - Transmission Repair Specialist	21.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.15
07041 - Cook I	14.30
07042 - Cook II	16.34
07070 - Dishwasher	10.96
07130 - Food Service Worker	11.95
07210 - Meat Cutter	17.13

07260 - Waiter/Waitress	11.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.06
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	22.06
09090 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer Minor	20.27
09130 - Upholsterer	22.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	13.46
11090 - Gardener	18.54
11122 - Housekeeping Aide	14.12
11150 - Janitor	14.12
11210 - Laborer Grounds Maintenance	14.36
11240 - Maid or Houseman	11.33
11260 - Pruner	12.77
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	14.36
11360 - Window Cleaner	15.93
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	20.05
12012 - Certified Occupational Therapist Assistant	27.50
12015 - Certified Physical Therapist Assistant	33.97
12020 - Dental Assistant	18.89
12025 - Dental Hygienist	41.65
12030 - EKG Technician	30.38
12035 - Electroneurodiagnostic Technologist	30.38
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	17.92
12072 - Licensed Practical Nurse II	20.05
12073 - Licensed Practical Nurse III	22.35
12100 - Medical Assistant	15.67
12130 - Medical Laboratory Technician	23.63
12160 - Medical Record Clerk	18.72
12190 - Medical Record Technician	21.46
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	44.05
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	21.60
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	29.71
12311 - Registered Nurse I	23.45
12312 - Registered Nurse II	28.68

12313 - Registered Nurse II Specialist		28.68
12314 - Registered Nurse III		34.70
12315 - Registered Nurse III Anesthetist		34.70
12316 - Registered Nurse IV		41.59
12317 - Scheduler (Drug and Alcohol Testing)		24.83
12320 - Substance Abuse Treatment Counselor		23.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.28
13012 - Exhibits Specialist II		27.60
13013 - Exhibits Specialist III		33.76
13041 - Illustrator I		22.28
13042 - Illustrator II		27.60
13043 - Illustrator III		33.76
13047 - Librarian		30.57
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		27.60
13058 - Library Technician		19.91
13061 - Media Specialist I		19.91
13062 - Media Specialist II		22.28
13063 - Media Specialist III		24.83
13071 - Photographer I		19.91
13072 - Photographer II		22.28
13073 - Photographer III		27.60
13074 - Photographer IV		33.76
13075 - Photographer V		40.84
13090 - Technical Order Library Clerk		17.14
13110 - Video Teleconference Technician		18.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.90
14042 - Computer Operator II		16.68
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	24.71
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.90
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		26.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.01
15020 - Aircrew Training Devices Instructor (Rated)		38.72
15030 - Air Crew Training Devices Instructor (Pilot)		46.41
15050 - Computer Based Training Specialist / Instructor		32.01
15060 - Educational Technologist		35.10

15070 - Flight Instructor (Pilot) 46.41
15080 - Graphic Artist 23.36
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.41
15086 - Maintenance Test Pilot Rotary Wing 46.41
15088 - Non-Maintenance Test/Co-Pilot 46.41
15090 - Technical Instructor 27.46
15095 - Technical Instructor/Course Developer 33.60
15110 - Test Proctor 22.17
15120 - Tutor 22.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.07
19040 - Tool And Die Maker 27.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.74
21030 - Material Coordinator 25.27
21040 - Material Expediter 25.27
21050 - Material Handling Laborer 12.27
21071 - Order Filler 13.44
21080 - Production Line Worker (Food Processing) 14.74
21110 - Shipping Packer 17.21
21130 - Shipping/Receiving Clerk 17.21
21140 - Store Worker I 13.11
21150 - Stock Clerk 18.58
21210 - Tools And Parts Attendant 14.74
21410 - Warehouse Specialist 14.74
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.33
23019 - Aircraft Logs and Records Technician 20.27
23021 - Aircraft Mechanic I 24.21
23022 - Aircraft Mechanic II 25.33
23023 - Aircraft Mechanic III 26.50
23040 - Aircraft Mechanic Helper 17.68
23050 - Aircraft Painter 23.07
23060 - Aircraft Servicer 20.27
23070 - Aircraft Survival Flight Equipment Technician 23.07
23080 - Aircraft Worker 21.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.73

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.21
23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 18.41
23125 - Cable Splicer 32.51
23130 - Carpenter Maintenance 20.56
23140 - Carpet Layer 21.73
23160 - Electrician Maintenance 23.97
23181 - Electronics Technician Maintenance I 23.33
23182 - Electronics Technician Maintenance II 24.77
23183 - Electronics Technician Maintenance III 25.99
23260 - Fabric Worker 20.27
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.02
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.02
23370 - General Maintenance Worker 17.37
23380 - Ground Support Equipment Mechanic 24.21
23381 - Ground Support Equipment Servicer 20.27
23382 - Ground Support Equipment Worker 21.73
23391 - Gunsmith I 19.02
23392 - Gunsmith II 21.73
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.54
23430 - Heavy Equipment Mechanic 21.86
23440 - Heavy Equipment Operator 19.82
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.07
23470 - Laborer 12.27
23510 - Locksmith 23.07
23530 - Machinery Maintenance Mechanic 25.88
23550 - Machinist Maintenance 23.02
23580 - Maintenance Trades Helper 15.17
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.33
23593 - Metrology Technician III 26.50
23640 - Millwright 24.21
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 18.00
23790 - Pipefitter Maintenance 24.79
23810 - Plumber Maintenance 23.62
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.73
23890 - Sheet-Metal Worker Maintenance 20.80
23910 - Small Engine Mechanic 21.73
23931 - Telecommunications Mechanic I 26.85

23932 - Telecommunications Mechanic II 28.09
23950 - Telephone Lineman 28.75
23960 - Welder Combination Maintenance 24.30
23965 - Well Driller 24.21
23970 - Woodcraft Worker 24.21
23980 - Woodworker 19.02
24000 - Personal Needs Occupations
24550 - Case Manager 15.64
24570 - Child Care Attendant 11.27
24580 - Child Care Center Clerk 14.06
24610 - Chore Aide 10.13
24620 - Family Readiness And Support Services Coordinator 15.64
24630 - Homemaker 15.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.66
25040 - Sewage Plant Operator 21.51
25070 - Stationary Engineer 25.66
25190 - Ventilation Equipment Tender 18.63
25210 - Water Treatment Plant Operator 21.51
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.67
27007 - Baggage Inspector 11.59
27008 - Corrections Officer 16.88
27010 - Court Security Officer 17.00
27030 - Detection Dog Handler 12.96
27040 - Detention Officer 16.88
27070 - Firefighter 17.00
27101 - Guard I 11.59
27102 - Guard II 12.96
27131 - Police Officer I 20.98
27132 - Police Officer II 23.32
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.19
28042 - Carnival Equipment Repairer 15.27
28043 - Carnival Worker 10.49
28210 - Gate Attendant/Gate Tender 15.31
28310 - Lifeguard 12.94
28350 - Park Attendant (Aide) 17.13
28510 - Recreation Aide/Health Facility Attendant 12.50
28515 - Recreation Specialist 21.22
28630 - Sports Official 13.64
28690 - Swimming Pool Operator 17.95
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.73
29020 - Hatch Tender 21.73
29030 - Line Handler 21.73
29041 - Stevedore I 20.27
29042 - Stevedore II 23.07
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 17.33
30022 - Archeological Technician II 19.40
30023 - Archeological Technician III 24.02
30030 - Cartographic Technician 24.02
30040 - Civil Engineering Technician 22.07
30051 - Cryogenic Technician I 26.61
30052 - Cryogenic Technician II 29.39
30061 - Drafter/CAD Operator I 17.33
30062 - Drafter/CAD Operator II 19.40
30063 - Drafter/CAD Operator III 21.62
30064 - Drafter/CAD Operator IV 26.61
30081 - Engineering Technician I 15.02
30082 - Engineering Technician II 16.85
30083 - Engineering Technician III 18.86
30084 - Engineering Technician IV 23.36
30085 - Engineering Technician V 28.58
30086 - Engineering Technician VI 34.58
30090 - Environmental Technician 26.75
30095 - Evidence Control Specialist 24.02
30210 - Laboratory Technician 21.62
30221 - Latent Fingerprint Technician I 26.61
30222 - Latent Fingerprint Technician II 29.39
30240 - Mathematical Technician 24.02
30361 - Paralegal/Legal Assistant I 17.67
30362 - Paralegal/Legal Assistant II 21.89
30363 - Paralegal/Legal Assistant III 26.78
30364 - Paralegal/Legal Assistant IV 32.40
30375 - Petroleum Supply Specialist 29.39
30390 - Photo-Optics Technician 24.02
30395 - Radiation Control Technician 29.39
30461 - Technical Writer I 28.59
30462 - Technical Writer II 34.98
30463 - Technical Writer III 42.32
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 26.61
30502 - Weather Forecaster II 32.37
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.62
30621 - Weather Observer Senior (see 2) 24.02
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.25
31030 - Bus Driver 17.11

31043 - Driver Courier	13.86
31260 - Parking and Lot Attendant	11.22
31290 - Shuttle Bus Driver	14.91
31310 - Taxi Driver	14.89
31361 - Truckdriver Light	14.91
31362 - Truckdriver Medium	15.88
31363 - Truckdriver Heavy	18.35
31364 - Truckdriver Tractor-Trailer	18.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.52
99050 - Desk Clerk	11.61
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.29
99252 - Laboratory Animal Caretaker II	16.45
99260 - Marketing Analyst	26.11
99310 - Mortician	26.70
99410 - Pest Controller	17.09
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	19.71
99711 - Recycling Specialist	23.96
99730 - Refuse Collector	17.48
99810 - Sales Clerk	12.25
99820 - School Crossing Guard	15.74
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.69
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	25.10
99842 - Vending Machine Repairer Helper	20.37

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4307
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Augusta Staunton Waynesboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.50
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.21
01020 - Administrative Assistant		26.80
01035 - Court Reporter		17.62
01041 - Customer Service Representative I		11.87
01042 - Customer Service Representative II		13.34
01043 - Customer Service Representative III		14.56
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		20.14
01070 - Document Preparation Clerk		14.03
01090 - Duplicating Machine Operator		14.03
01111 - General Clerk I		12.82
01112 - General Clerk II		13.99

01113 - General Clerk III	15.71
01120 - Housing Referral Assistant	19.64
01141 - Messenger Courier	11.97
01191 - Order Clerk I	15.14
01192 - Order Clerk II	16.52
01261 - Personnel Assistant (Employment) I	15.75
01262 - Personnel Assistant (Employment) II	17.62
01263 - Personnel Assistant (Employment) III	19.64
01270 - Production Control Clerk	26.33
01290 - Rental Clerk	14.05
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.62
01313 - Secretary III	19.64
01320 - Service Order Dispatcher	18.00
01410 - Supply Technician	26.80
01420 - Survey Worker	16.12
01460 - Switchboard Operator/Receptionist	13.11
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.10
01611 - Word Processor I	14.03
01612 - Word Processor II	15.75
01613 - Word Processor III	17.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.04
05010 - Automotive Electrician	18.45
05040 - Automotive Glass Installer	17.43
05070 - Automotive Worker	17.43
05110 - Mobile Equipment Servicer	15.75
05130 - Motor Equipment Metal Mechanic	19.37
05160 - Motor Equipment Metal Worker	17.43
05190 - Motor Vehicle Mechanic	19.37
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	16.48
05280 - Motor Vehicle Wrecker	18.45
05310 - Painter Automotive	18.45
05340 - Radiator Repair Specialist	17.43
05370 - Tire Repairer	14.64
05400 - Transmission Repair Specialist	19.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	13.41
07042 - Cook II	15.24
07070 - Dishwasher	9.23
07130 - Food Service Worker	10.52
07210 - Meat Cutter	16.23
07260 - Waiter/Waitress	9.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.80

09040 - Furniture Handler 16.32
09080 - Furniture Refinisher 24.17
09090 - Furniture Refinisher Helper 19.13
09110 - Furniture Repairer Minor 21.97
09130 - Upholsterer 24.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.14
11060 - Elevator Operator 12.25
11090 - Gardener 18.24
11122 - Housekeeping Aide 12.47
11150 - Janitor 12.47
11210 - Laborer Grounds Maintenance 14.49
11240 - Maid or Houseman 10.98
11260 - Pruner 13.19
11270 - Tractor Operator 16.98
11330 - Trail Maintenance Worker 14.49
11360 - Window Cleaner 13.70
12000 - Health Occupations
12010 - Ambulance Driver 18.90
12011 - Breath Alcohol Technician 18.90
12012 - Certified Occupational Therapist Assistant 29.33
12015 - Certified Physical Therapist Assistant 30.88
12020 - Dental Assistant 20.09
12025 - Dental Hygienist 41.49
12030 - EKG Technician 28.64
12035 - Electroneurodiagnostic Technologist 28.64
12040 - Emergency Medical Technician 18.90
12071 - Licensed Practical Nurse I 16.89
12072 - Licensed Practical Nurse II 18.90
12073 - Licensed Practical Nurse III 21.07
12100 - Medical Assistant 15.42
12130 - Medical Laboratory Technician 17.27
12160 - Medical Record Clerk 16.04
12190 - Medical Record Technician 19.75
12195 - Medical Transcriptionist 16.89
12210 - Nuclear Medicine Technologist 41.53
12221 - Nursing Assistant I 10.86
12222 - Nursing Assistant II 12.21
12223 - Nursing Assistant III 13.32
12224 - Nursing Assistant IV 14.95
12235 - Optical Dispenser 22.85
12236 - Optical Technician 16.89
12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 16.89
12305 - Radiologic Technologist 28.31
12311 - Registered Nurse I 22.25
12312 - Registered Nurse II 27.21
12313 - Registered Nurse II Specialist 27.21
12314 - Registered Nurse III 32.92
12315 - Registered Nurse III Anesthetist 32.92

12316 - Registered Nurse IV		39.46
12317 - Scheduler (Drug and Alcohol Testing)		23.41
12320 - Substance Abuse Treatment Counselor		24.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.93
13013 - Exhibits Specialist III		30.51
13041 - Illustrator I		20.14
13042 - Illustrator II		24.93
13043 - Illustrator III		30.51
13047 - Librarian		27.62
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		24.93
13058 - Library Technician		18.07
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.14
13063 - Media Specialist III		22.44
13071 - Photographer I		17.94
13072 - Photographer II		20.08
13073 - Photographer III		24.93
13074 - Photographer IV		30.51
13075 - Photographer V		36.91
13090 - Technical Order Library Clerk		18.84
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	21.41
14072 - Computer Programmer II	(see 1)	25.69
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.82
15020 - Aircrew Training Devices Instructor (Rated)		32.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.88
15050 - Computer Based Training Specialist / Instructor		26.79
15060 - Educational Technologist		26.82
15070 - Flight Instructor (Pilot)		38.88
15080 - Graphic Artist		23.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.88

15086 - Maintenance Test Pilot Rotary Wing 38.88
15088 - Non-Maintenance Test/Co-Pilot 38.88
15090 - Technical Instructor 19.60
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.83
15120 - Tutor 15.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.86
19040 - Tool And Die Maker 27.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.10
21030 - Material Coordinator 26.33
21040 - Material Expediter 26.33
21050 - Material Handling Laborer 17.73
21071 - Order Filler 12.63
21080 - Production Line Worker (Food Processing) 14.10
21110 - Shipping Packer 16.44
21130 - Shipping/Receiving Clerk 16.44
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 14.10
21410 - Warehouse Specialist 14.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.19
23019 - Aircraft Logs and Records Technician 21.97
23021 - Aircraft Mechanic I 25.94
23022 - Aircraft Mechanic II 27.19
23023 - Aircraft Mechanic III 28.43
23040 - Aircraft Mechanic Helper 19.13
23050 - Aircraft Painter 24.72
23060 - Aircraft Servicer 21.97
23070 - Aircraft Survival Flight Equipment Technician 24.72
23080 - Aircraft Worker 23.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.94
23110 - Appliance Mechanic 23.32

23120 - Bicycle Repairer 20.25
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 18.26
23140 - Carpet Layer 23.35
23160 - Electrician Maintenance 22.20
23181 - Electronics Technician Maintenance I 23.35
23182 - Electronics Technician Maintenance II 24.72
23183 - Electronics Technician Maintenance III 25.94
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.94
23310 - Fire Extinguisher Repairer 20.55
23311 - Fuel Distribution System Mechanic 25.94
23312 - Fuel Distribution System Operator 20.58
23370 - General Maintenance Worker 22.48
23380 - Ground Support Equipment Mechanic 25.94
23381 - Ground Support Equipment Servicer 21.97
23382 - Ground Support Equipment Worker 23.35
23391 - Gunsmith I 20.55
23392 - Gunsmith II 23.35
23393 - Gunsmith III 25.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.70
23430 - Heavy Equipment Mechanic 21.83
23440 - Heavy Equipment Operator 18.19
23460 - Instrument Mechanic 25.94
23465 - Laboratory/Shelter Mechanic 24.72
23470 - Laborer 17.73
23510 - Locksmith 24.72
23530 - Machinery Maintenance Mechanic 31.92
23550 - Machinist Maintenance 22.38
23580 - Maintenance Trades Helper 15.80
23591 - Metrology Technician I 25.94
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.43
23640 - Millwright 25.94
23710 - Office Appliance Repairer 22.04
23760 - Painter Maintenance 21.64
23790 - Pipefitter Maintenance 22.17
23810 - Plumber Maintenance 21.18
23820 - Pneudraulic Systems Mechanic 25.94
23850 - Rigger 25.94
23870 - Scale Mechanic 23.35
23890 - Sheet-Metal Worker Maintenance 24.71
23910 - Small Engine Mechanic 20.76
23931 - Telecommunications Mechanic I 24.65
23932 - Telecommunications Mechanic II 25.80
23950 - Telephone Lineman 31.45
23960 - Welder Combination Maintenance 26.50

23965 - Well Driller	25.94
23970 - Woodcraft Worker	25.94
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.77
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	14.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.94
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	19.13
25210 - Water Treatment Plant Operator	19.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.80
27007 - Baggage Inspector	15.91
27008 - Corrections Officer	17.83
27010 - Court Security Officer	17.60
27030 - Detection Dog Handler	17.80
27040 - Detention Officer	17.83
27070 - Firefighter	17.37
27101 - Guard I	15.91
27102 - Guard II	17.80
27131 - Police Officer I	19.52
27132 - Police Officer II	21.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.90
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Worker	8.67
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.08
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.58
28515 - Recreation Specialist	20.35
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	21.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.35
29020 - Hatch Tender	23.35
29030 - Line Handler	23.35
29041 - Stevedore I	21.97
29042 - Stevedore II	24.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		16.12
30022 - Archeological Technician II		18.03
30023 - Archeological Technician III		22.51
30030 - Cartographic Technician		21.73
30040 - Civil Engineering Technician		24.62
30051 - Cryogenic Technician I		24.93
30052 - Cryogenic Technician II		27.53
30061 - Drafter/CAD Operator I		16.12
30062 - Drafter/CAD Operator II		18.03
30063 - Drafter/CAD Operator III		19.97
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		14.15
30082 - Engineering Technician II		15.88
30083 - Engineering Technician III		18.17
30084 - Engineering Technician IV		22.00
30085 - Engineering Technician V		26.93
30086 - Engineering Technician VI		32.57
30090 - Environmental Technician		22.11
30095 - Evidence Control Specialist		22.00
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		24.93
30222 - Latent Fingerprint Technician II		27.53
30240 - Mathematical Technician		22.51
30361 - Paralegal/Legal Assistant I		19.94
30362 - Paralegal/Legal Assistant II		24.20
30363 - Paralegal/Legal Assistant III		29.62
30364 - Paralegal/Legal Assistant IV		35.83
30375 - Petroleum Supply Specialist		26.93
30390 - Photo-Optics Technician		22.51
30395 - Radiation Control Technician		26.93
30461 - Technical Writer I		22.00
30462 - Technical Writer II		26.93
30463 - Technical Writer III		32.57
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.93
30502 - Weather Forecaster II		30.32
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.97
30621 - Weather Observer Senior	(see 2)	22.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.53
31030 - Bus Driver		17.38
31043 - Driver Courier		14.61
31260 - Parking and Lot Attendant		12.34
31290 - Shuttle Bus Driver		15.69

31310 - Taxi Driver	14.22
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.11
31364 - Truckdriver Tractor-Trailer	20.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.02
99050 - Desk Clerk	12.02
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.14
99252 - Laboratory Animal Caretaker II	13.08
99260 - Marketing Analyst	24.59
99310 - Mortician	26.70
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.41
99711 - Recycling Specialist	20.37
99730 - Refuse Collector	15.85
99810 - Sales Clerk	12.78
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	20.18
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4308
Revision No.: 12
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Augusta Staunton Waynesboro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.50
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.21
01020 - Administrative Assistant		26.80
01035 - Court Reporter		17.62
01041 - Customer Service Representative I		11.87
01042 - Customer Service Representative II		13.34
01043 - Customer Service Representative III		14.56
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		20.14
01070 - Document Preparation Clerk		14.03

01090 - Duplicating Machine Operator 14.03
01111 - General Clerk I 12.82
01112 - General Clerk II 13.99
01113 - General Clerk III 15.71
01120 - Housing Referral Assistant 19.64
01141 - Messenger Courier 11.97
01191 - Order Clerk I 15.14
01192 - Order Clerk II 16.52
01261 - Personnel Assistant (Employment) I 15.75
01262 - Personnel Assistant (Employment) II 17.62
01263 - Personnel Assistant (Employment) III 19.64
01270 - Production Control Clerk 26.33
01290 - Rental Clerk 14.05
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.62
01313 - Secretary III 19.64
01320 - Service Order Dispatcher 18.00
01410 - Supply Technician 26.80
01420 - Survey Worker 16.12
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.03
01612 - Word Processor II 15.75
01613 - Word Processor III 17.62
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.04
05010 - Automotive Electrician 18.45
05040 - Automotive Glass Installer 17.43
05070 - Automotive Worker 17.43
05110 - Mobile Equipment Servicer 15.75
05130 - Motor Equipment Metal Mechanic 19.37
05160 - Motor Equipment Metal Worker 17.43
05190 - Motor Vehicle Mechanic 19.37
05220 - Motor Vehicle Mechanic Helper 14.76
05250 - Motor Vehicle Upholstery Worker 16.48
05280 - Motor Vehicle Wrecker 18.45
05310 - Painter Automotive 18.45
05340 - Radiator Repair Specialist 17.43
05370 - Tire Repairer 14.64
05400 - Transmission Repair Specialist 19.37
07000 - Food Preparation And Service Occupations
07010 - Baker 13.05
07041 - Cook I 13.41
07042 - Cook II 15.24
07070 - Dishwasher 9.23
07130 - Food Service Worker 10.52
07210 - Meat Cutter 16.23

07260 - Waiter/Waitress	9.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.80
09040 - Furniture Handler	16.32
09080 - Furniture Refinisher	24.17
09090 - Furniture Refinisher Helper	19.13
09110 - Furniture Repairer Minor	21.97
09130 - Upholsterer	24.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.14
11060 - Elevator Operator	12.25
11090 - Gardener	18.24
11122 - Housekeeping Aide	12.47
11150 - Janitor	12.47
11210 - Laborer Grounds Maintenance	14.49
11240 - Maid or Houseman	10.98
11260 - Pruner	13.19
11270 - Tractor Operator	16.98
11330 - Trail Maintenance Worker	14.49
11360 - Window Cleaner	13.70
12000 - Health Occupations	
12010 - Ambulance Driver	18.90
12011 - Breath Alcohol Technician	18.90
12012 - Certified Occupational Therapist Assistant	29.33
12015 - Certified Physical Therapist Assistant	30.88
12020 - Dental Assistant	20.09
12025 - Dental Hygienist	41.49
12030 - EKG Technician	28.64
12035 - Electroneurodiagnostic Technologist	28.64
12040 - Emergency Medical Technician	18.90
12071 - Licensed Practical Nurse I	16.89
12072 - Licensed Practical Nurse II	18.90
12073 - Licensed Practical Nurse III	21.07
12100 - Medical Assistant	15.42
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	16.04
12190 - Medical Record Technician	19.75
12195 - Medical Transcriptionist	16.89
12210 - Nuclear Medicine Technologist	41.53
12221 - Nursing Assistant I	10.86
12222 - Nursing Assistant II	12.21
12223 - Nursing Assistant III	13.32
12224 - Nursing Assistant IV	14.95
12235 - Optical Dispenser	22.85
12236 - Optical Technician	16.89
12250 - Pharmacy Technician	15.13
12280 - Phlebotomist	16.89
12305 - Radiologic Technologist	28.31
12311 - Registered Nurse I	22.25
12312 - Registered Nurse II	27.21

12313 - Registered Nurse II Specialist		27.21
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III Anesthetist		32.92
12316 - Registered Nurse IV		39.46
12317 - Scheduler (Drug and Alcohol Testing)		23.41
12320 - Substance Abuse Treatment Counselor		24.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.93
13013 - Exhibits Specialist III		30.51
13041 - Illustrator I		20.14
13042 - Illustrator II		24.93
13043 - Illustrator III		30.51
13047 - Librarian		27.62
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		24.93
13058 - Library Technician		18.07
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.14
13063 - Media Specialist III		22.44
13071 - Photographer I		17.94
13072 - Photographer II		20.08
13073 - Photographer III		24.93
13074 - Photographer IV		30.51
13075 - Photographer V		36.91
13090 - Technical Order Library Clerk		18.84
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	21.41
14072 - Computer Programmer II	(see 1)	25.69
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.82
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		25.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.82
15020 - Aircrew Training Devices Instructor (Rated)		32.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.88
15050 - Computer Based Training Specialist / Instructor		26.79
15060 - Educational Technologist		26.82

15070 - Flight Instructor (Pilot) 38.88
15080 - Graphic Artist 23.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.88
15086 - Maintenance Test Pilot Rotary Wing 38.88
15088 - Non-Maintenance Test/Co-Pilot 38.88
15090 - Technical Instructor 19.60
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.83
15120 - Tutor 15.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.86
19040 - Tool And Die Maker 27.23
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.10
21030 - Material Coordinator 26.33
21040 - Material Expediter 26.33
21050 - Material Handling Laborer 17.73
21071 - Order Filler 12.63
21080 - Production Line Worker (Food Processing) 14.10
21110 - Shipping Packer 16.44
21130 - Shipping/Receiving Clerk 16.44
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 14.10
21410 - Warehouse Specialist 14.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.19
23019 - Aircraft Logs and Records Technician 21.97
23021 - Aircraft Mechanic I 25.94
23022 - Aircraft Mechanic II 27.19
23023 - Aircraft Mechanic III 28.43
23040 - Aircraft Mechanic Helper 19.13
23050 - Aircraft Painter 24.72
23060 - Aircraft Servicer 21.97
23070 - Aircraft Survival Flight Equipment Technician 24.72
23080 - Aircraft Worker 23.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.35

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.94
23110 - Appliance Mechanic 23.32
23120 - Bicycle Repairer 20.25
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 18.26
23140 - Carpet Layer 23.35
23160 - Electrician Maintenance 22.20
23181 - Electronics Technician Maintenance I 23.35
23182 - Electronics Technician Maintenance II 24.72
23183 - Electronics Technician Maintenance III 25.94
23260 - Fabric Worker 21.97
23290 - Fire Alarm System Mechanic 25.94
23310 - Fire Extinguisher Repairer 20.55
23311 - Fuel Distribution System Mechanic 25.94
23312 - Fuel Distribution System Operator 20.58
23370 - General Maintenance Worker 22.48
23380 - Ground Support Equipment Mechanic 25.94
23381 - Ground Support Equipment Servicer 21.97
23382 - Ground Support Equipment Worker 23.35
23391 - Gunsmith I 20.55
23392 - Gunsmith II 23.35
23393 - Gunsmith III 25.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.70
23430 - Heavy Equipment Mechanic 21.83
23440 - Heavy Equipment Operator 18.19
23460 - Instrument Mechanic 25.94
23465 - Laboratory/Shelter Mechanic 24.72
23470 - Laborer 17.73
23510 - Locksmith 24.72
23530 - Machinery Maintenance Mechanic 31.92
23550 - Machinist Maintenance 22.38
23580 - Maintenance Trades Helper 15.80
23591 - Metrology Technician I 25.94
23592 - Metrology Technician II 27.19
23593 - Metrology Technician III 28.43
23640 - Millwright 25.94
23710 - Office Appliance Repairer 22.04
23760 - Painter Maintenance 21.64
23790 - Pipefitter Maintenance 22.17
23810 - Plumber Maintenance 21.18
23820 - Pneudraulic Systems Mechanic 25.94
23850 - Rigger 25.94
23870 - Scale Mechanic 23.35
23890 - Sheet-Metal Worker Maintenance 24.71
23910 - Small Engine Mechanic 20.76
23931 - Telecommunications Mechanic I 24.65

23932 - Telecommunications Mechanic II 25.80
23950 - Telephone Lineman 31.45
23960 - Welder Combination Maintenance 26.50
23965 - Well Driller 25.94
23970 - Woodcraft Worker 25.94
23980 - Woodworker 20.55
24000 - Personal Needs Occupations
24550 - Case Manager 14.89
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 12.55
24610 - Chore Aide 9.77
24620 - Family Readiness And Support Services Coordinator 14.89
24630 - Homemaker 14.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.94
25040 - Sewage Plant Operator 19.67
25070 - Stationary Engineer 25.94
25190 - Ventilation Equipment Tender 19.13
25210 - Water Treatment Plant Operator 19.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.80
27007 - Baggage Inspector 15.91
27008 - Corrections Officer 17.83
27010 - Court Security Officer 17.60
27030 - Detection Dog Handler 17.80
27040 - Detention Officer 17.83
27070 - Firefighter 17.37
27101 - Guard I 15.91
27102 - Guard II 17.80
27131 - Police Officer I 19.52
27132 - Police Officer II 21.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.90
28042 - Carnival Equipment Repairer 11.63
28043 - Carnival Worker 8.67
28210 - Gate Attendant/Gate Tender 15.40
28310 - Lifeguard 13.08
28350 - Park Attendant (Aide) 17.23
28510 - Recreation Aide/Health Facility Attendant 12.58
28515 - Recreation Specialist 20.35
28630 - Sports Official 13.72
28690 - Swimming Pool Operator 21.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.35
29020 - Hatch Tender 23.35
29030 - Line Handler 23.35
29041 - Stevedore I 21.97
29042 - Stevedore II 24.72
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 16.12
30022 - Archeological Technician II 18.03
30023 - Archeological Technician III 22.51
30030 - Cartographic Technician 21.73
30040 - Civil Engineering Technician 24.62
30051 - Cryogenic Technician I 24.93
30052 - Cryogenic Technician II 27.53
30061 - Drafter/CAD Operator I 16.12
30062 - Drafter/CAD Operator II 18.03
30063 - Drafter/CAD Operator III 19.97
30064 - Drafter/CAD Operator IV 24.93
30081 - Engineering Technician I 14.15
30082 - Engineering Technician II 15.88
30083 - Engineering Technician III 18.17
30084 - Engineering Technician IV 22.00
30085 - Engineering Technician V 26.93
30086 - Engineering Technician VI 32.57
30090 - Environmental Technician 22.11
30095 - Evidence Control Specialist 22.00
30210 - Laboratory Technician 21.13
30221 - Latent Fingerprint Technician I 24.93
30222 - Latent Fingerprint Technician II 27.53
30240 - Mathematical Technician 22.51
30361 - Paralegal/Legal Assistant I 19.94
30362 - Paralegal/Legal Assistant II 24.20
30363 - Paralegal/Legal Assistant III 29.62
30364 - Paralegal/Legal Assistant IV 35.83
30375 - Petroleum Supply Specialist 26.93
30390 - Photo-Optics Technician 22.51
30395 - Radiation Control Technician 26.93
30461 - Technical Writer I 22.00
30462 - Technical Writer II 26.93
30463 - Technical Writer III 32.57
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.93
30502 - Weather Forecaster II 30.32
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.97
30621 - Weather Observer Senior (see 2) 22.09
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.53
31030 - Bus Driver 17.38

31043 - Driver Courier	14.61
31260 - Parking and Lot Attendant	12.34
31290 - Shuttle Bus Driver	15.69
31310 - Taxi Driver	14.22
31361 - Truckdriver Light	15.69
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.11
31364 - Truckdriver Tractor-Trailer	20.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	10.02
99050 - Desk Clerk	12.02
99095 - Embalmer	26.70
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.14
99252 - Laboratory Animal Caretaker II	13.08
99260 - Marketing Analyst	24.59
99310 - Mortician	26.70
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.41
99711 - Recycling Specialist	20.37
99730 - Refuse Collector	15.85
99810 - Sales Clerk	12.78
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	20.18
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4309
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Harrisonburg Rockingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.30
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		21.05
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
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 12.18
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 22.71
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 18.81
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 13.74
01532 - Travel Clerk II 14.46
01533 - Travel Clerk III 15.49
01611 - Word Processor I 15.63
01612 - Word Processor II 18.07
01613 - Word Processor III 20.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
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 15.56
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 12.76
07042 - Cook II 14.60
07070 - Dishwasher 10.11
07130 - Food Service Worker 13.53
07210 - Meat Cutter 15.60
07260 - Waiter/Waitress 9.87
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.98

09040 - Furniture Handler 18.18
09080 - Furniture Refinisher 22.98
09090 - Furniture Refinisher Helper 19.70
09110 - Furniture Repairer Minor 21.24
09130 - Upholsterer 22.98
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.43
11060 - Elevator Operator 12.43
11090 - Gardener 17.52
11122 - Housekeeping Aide 11.83
11150 - Janitor 11.83
11210 - Laborer Grounds Maintenance 13.07
11240 - Maid or Houseman 11.26
11260 - Pruner 12.52
11270 - Tractor Operator 15.51
11330 - Trail Maintenance Worker 13.07
11360 - Window Cleaner 12.85
12000 - Health Occupations
12010 - Ambulance Driver 18.96
12011 - Breath Alcohol Technician 19.44
12012 - Certified Occupational Therapist Assistant 26.01
12015 - Certified Physical Therapist Assistant 29.59
12020 - Dental Assistant 20.35
12025 - Dental Hygienist 40.71
12030 - EKG Technician 28.73
12035 - Electroneurodiagnostic Technologist 28.73
12040 - Emergency Medical Technician 18.96
12071 - Licensed Practical Nurse I 19.07
12072 - Licensed Practical Nurse II 21.35
12073 - Licensed Practical Nurse III 24.13
12100 - Medical Assistant 15.54
12130 - Medical Laboratory Technician 20.98
12160 - Medical Record Clerk 16.29
12190 - Medical Record Technician 18.40
12195 - Medical Transcriptionist 18.40
12210 - Nuclear Medicine Technologist 41.67
12221 - Nursing Assistant I 11.18
12222 - Nursing Assistant II 12.57
12223 - Nursing Assistant III 14.25
12224 - Nursing Assistant IV 15.99
12235 - Optical Dispenser 20.45
12236 - Optical Technician 16.95
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 16.64
12305 - Radiologic Technologist 31.11
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)		23.49
12320 - Substance Abuse Treatment Counselor		28.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.32
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		28.25
15000 - Instructional Occupations		
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		35.08
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.78

15086 - Maintenance Test Pilot Rotary Wing 44.78
15088 - Non-Maintenance Test/Co-Pilot 44.78
15090 - Technical Instructor 22.18
15095 - Technical Instructor/Course Developer 27.14
15110 - Test Proctor 19.04
15120 - Tutor 19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.76
16030 - Counter Attendant 10.76
16040 - Dry Cleaner 13.91
16070 - Finisher Flatwork Machine 10.76
16090 - Presser Hand 10.76
16110 - Presser Machine Drycleaning 10.76
16130 - Presser Machine Shirts 10.76
16160 - Presser Machine Wearing Apparel Laundry 10.76
16190 - Sewing Machine Operator 14.91
16220 - Tailor 15.87
16250 - Washer Machine 11.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.98
19040 - Tool And Die Maker 26.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.82
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 13.96
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 19.82
21110 - Shipping Packer 16.54
21130 - Shipping/Receiving Clerk 16.54
21140 - Store Worker I 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 19.82
21410 - Warehouse Specialist 19.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.52
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.52
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 23.69

23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	28.62
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	22.36
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.21
23182 - Electronics Technician Maintenance II	24.16
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	21.52
23290 - Fire Alarm System Mechanic	24.19
23310 - Fire Extinguisher Repairer	20.73
23311 - Fuel Distribution System Mechanic	24.19
23312 - Fuel Distribution System Operator	20.49
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	21.52
23382 - Ground Support Equipment Worker	22.36
23391 - Gunsmith I	20.73
23392 - Gunsmith II	22.36
23393 - Gunsmith III	24.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.83
23430 - Heavy Equipment Mechanic	22.75
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.19
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	14.98
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	27.13
23550 - Machinist Maintenance	22.36
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.19
23592 - Metrology Technician II	25.03
23593 - Metrology Technician III	25.94
23640 - Millwright	25.33
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	23.29
23810 - Plumber Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	24.19
23850 - Rigger	24.19
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker Maintenance	22.91
23910 - Small Engine Mechanic	21.03
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	30.15
23960 - Welder Combination Maintenance	22.91

23965 - Well Driller		24.19
23970 - Woodcraft Worker		24.19
23980 - Woodworker		20.73
24000 - Personal Needs Occupations		
24550 - Case Manager		16.69
24570 - Child Care Attendant		12.19
24580 - Child Care Center Clerk		14.50
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		16.69
24630 - Homemaker		16.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.19
25040 - Sewage Plant Operator		20.28
25070 - Stationary Engineer		23.87
25190 - Ventilation Equipment Tender		19.70
25210 - Water Treatment Plant Operator		20.28
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.02
27007 - Baggage Inspector		15.21
27008 - Corrections Officer		22.80
27010 - Court Security Officer		24.72
27030 - Detection Dog Handler		17.02
27040 - Detention Officer		22.80
27070 - Firefighter		24.63
27101 - Guard I		15.21
27102 - Guard II		17.02
27131 - Police Officer I		26.52
27132 - Police Officer II		29.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.51
28042 - Carnival Equipment Repairer		12.00
28043 - Carnival Worker		9.88
28210 - Gate Attendant/Gate Tender		13.48
28310 - Lifeguard		11.74
28350 - Park Attendant (Aide)		15.07
28510 - Recreation Aide/Health Facility Attendant		11.00
28515 - Recreation Specialist		18.67
28630 - Sports Official		12.00
28690 - Swimming Pool Operator		15.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.36
29020 - Hatch Tender		22.36
29030 - Line Handler		22.36
29041 - Stevedore I		21.52
29042 - Stevedore II		23.29
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.44
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.59
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.47

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		29.89
30052 - Cryogenic Technician II		33.00
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		24.23
30210 - Laboratory Technician		25.19
30221 - Latent Fingerprint Technician I		29.89
30222 - Latent Fingerprint Technician II		33.00
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
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		29.64
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		29.64
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		26.34
30492 - Unexploded Ordnance (UXO) Technician II		31.87
30493 - Unexploded Ordnance (UXO) Technician III		38.20
30494 - Unexploded (UXO) Safety Escort		26.34
30495 - Unexploded (UXO) Sweep Personnel		26.34
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.87
31020 - Bus Aide		17.19
31030 - Bus Driver		20.85
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		15.81
31290 - Shuttle Bus Driver		17.23

31310 - Taxi Driver	15.91
31361 - Truckdriver Light	17.23
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.31
99050 - Desk Clerk	11.16
99095 - Embalmer	26.70
99130 - Flight Follower	36.34
99251 - Laboratory Animal Caretaker I	16.46
99252 - Laboratory Animal Caretaker II	17.31
99260 - Marketing Analyst	24.01
99310 - Mortician	26.70
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	15.20
99711 - Recycling Specialist	16.47
99730 - Refuse Collector	14.58
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	22.69
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4310
Revision No.: 12
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Harrisonburg Rockingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.30
01042 - Customer Service Representative II		13.83
01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		21.05
01070 - Document Preparation Clerk		14.53

01090 - Duplicating Machine Operator 14.53
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 12.18
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 22.71
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 18.81
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 13.74
01532 - Travel Clerk II 14.46
01533 - Travel Clerk III 15.49
01611 - Word Processor I 15.63
01612 - Word Processor II 18.07
01613 - Word Processor III 20.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.73
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 15.56
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 12.76
07042 - Cook II 14.60
07070 - Dishwasher 10.11
07130 - Food Service Worker 13.53
07210 - Meat Cutter 15.60

07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	18.18
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	19.70
09110 - Furniture Repairer Minor	21.24
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	12.43
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	12.52
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	18.96
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	26.01
12015 - Certified Physical Therapist Assistant	29.59
12020 - Dental Assistant	20.35
12025 - Dental Hygienist	40.71
12030 - EKG Technician	28.73
12035 - Electroneurodiagnostic Technologist	28.73
12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.54
12130 - Medical Laboratory Technician	20.98
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.40
12195 - Medical Transcriptionist	18.40
12210 - Nuclear Medicine Technologist	41.67
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	15.99
12235 - Optical Dispenser	20.45
12236 - Optical Technician	16.95
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	16.64
12305 - Radiologic Technologist	31.11
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)		23.49
12320 - Substance Abuse Treatment Counselor		28.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.44
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.32
13072 - Photographer II		18.64
13073 - Photographer III		23.08
13074 - Photographer IV		28.24
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		28.25
15000 - Instructional Occupations		
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		35.08

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.78
15086 - Maintenance Test Pilot Rotary Wing 44.78
15088 - Non-Maintenance Test/Co-Pilot 44.78
15090 - Technical Instructor 22.18
15095 - Technical Instructor/Course Developer 27.14
15110 - Test Proctor 19.04
15120 - Tutor 19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.76
16030 - Counter Attendant 10.76
16040 - Dry Cleaner 13.91
16070 - Finisher Flatwork Machine 10.76
16090 - Presser Hand 10.76
16110 - Presser Machine Drycleaning 10.76
16130 - Presser Machine Shirts 10.76
16160 - Presser Machine Wearing Apparel Laundry 10.76
16190 - Sewing Machine Operator 14.91
16220 - Tailor 15.87
16250 - Washer Machine 11.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.98
19040 - Tool And Die Maker 26.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.82
21030 - Material Coordinator 22.71
21040 - Material Expediter 22.71
21050 - Material Handling Laborer 13.96
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 19.82
21110 - Shipping Packer 16.54
21130 - Shipping/Receiving Clerk 16.54
21140 - Store Worker I 17.13
21150 - Stock Clerk 19.46
21210 - Tools And Parts Attendant 19.82
21410 - Warehouse Specialist 19.82
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.52
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft Painter 23.29
23060 - Aircraft Servicer 21.52
23070 - Aircraft Survival Flight Equipment Technician 23.29
23080 - Aircraft Worker 22.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.36

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.89
23110 - Appliance Mechanic	23.69
23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	28.62
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	22.36
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.21
23182 - Electronics Technician Maintenance II	24.16
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	21.52
23290 - Fire Alarm System Mechanic	24.19
23310 - Fire Extinguisher Repairer	20.73
23311 - Fuel Distribution System Mechanic	24.19
23312 - Fuel Distribution System Operator	20.49
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	21.52
23382 - Ground Support Equipment Worker	22.36
23391 - Gunsmith I	20.73
23392 - Gunsmith II	22.36
23393 - Gunsmith III	24.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.83
23430 - Heavy Equipment Mechanic	22.75
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.19
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	14.98
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	27.13
23550 - Machinist Maintenance	22.36
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.19
23592 - Metrology Technician II	25.03
23593 - Metrology Technician III	25.94
23640 - Millwright	25.33
23710 - Office Appliance Repairer	23.29
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	23.29
23810 - Plumber Maintenance	22.39
23820 - Pneudraulic Systems Mechanic	24.19
23850 - Rigger	24.19
23870 - Scale Mechanic	22.36
23890 - Sheet-Metal Worker Maintenance	22.91
23910 - Small Engine Mechanic	21.03
23931 - Telecommunications Mechanic I	28.17

23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	30.15
23960 - Welder Combination Maintenance	22.91
23965 - Well Driller	24.19
23970 - Woodcraft Worker	24.19
23980 - Woodworker	20.73
24000 - Personal Needs Occupations	
24550 - Case Manager	16.69
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	16.69
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.19
25040 - Sewage Plant Operator	20.28
25070 - Stationary Engineer	23.87
25190 - Ventilation Equipment Tender	19.70
25210 - Water Treatment Plant Operator	20.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.21
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.02
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	15.21
27102 - Guard II	17.02
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.88
28210 - Gate Attendant/Gate Tender	13.48
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.67
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	15.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.36
29020 - Hatch Tender	22.36
29030 - Line Handler	22.36
29041 - Stevedore I	21.52
29042 - Stevedore II	23.29
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.47
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 29.89
30052 - Cryogenic Technician II 33.00
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 24.23
30210 - Laboratory Technician 25.19
30221 - Latent Fingerprint Technician I 29.89
30222 - Latent Fingerprint Technician II 33.00
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 19.53
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 29.64
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 29.64
30461 - Technical Writer I 22.86
30462 - Technical Writer II 27.96
30463 - Technical Writer III 35.72
30491 - Unexploded Ordnance (UXO) Technician I 26.34
30492 - Unexploded Ordnance (UXO) Technician II 31.87
30493 - Unexploded Ordnance (UXO) Technician III 38.20
30494 - Unexploded (UXO) Safety Escort 26.34
30495 - Unexploded (UXO) Sweep Personnel 26.34
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.87
31020 - Bus Aide 17.19
31030 - Bus Driver 20.85

31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	15.81
31290 - Shuttle Bus Driver	17.23
31310 - Taxi Driver	15.91
31361 - Truckdriver Light	17.23
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	20.87
31364 - Truckdriver Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.31
99050 - Desk Clerk	11.16
99095 - Embalmer	26.70
99130 - Flight Follower	36.34
99251 - Laboratory Animal Caretaker I	16.46
99252 - Laboratory Animal Caretaker II	17.31
99260 - Marketing Analyst	24.01
99310 - Mortician	26.70
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	15.20
99711 - Recycling Specialist	16.47
99730 - Refuse Collector	14.58
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	22.69
99842 - Vending Machine Repairer Helper	20.26

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4311
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amherst Appomattox Bedford Campbell Lynchburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		17.04
01020 - Administrative Assistant		25.44
01035 - Court Reporter		17.02
01041 - Customer Service Representative I		11.20
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.80
01060 - Dispatcher Motor Vehicle		17.80
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		13.01
01112 - General Clerk II		14.19

01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 18.97
01141 - Messenger Courier 14.31
01191 - Order Clerk I 15.57
01192 - Order Clerk II 16.98
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.61
01263 - Personnel Assistant (Employment) III 19.62
01270 - Production Control Clerk 21.78
01290 - Rental Clerk 14.37
01300 - Scheduler Maintenance 15.21
01311 - Secretary I 15.21
01312 - Secretary II 17.02
01313 - Secretary III 18.97
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 25.44
01420 - Survey Worker 14.40
01460 - Switchboard Operator/Receptionist 12.62
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.55
01612 - Word Processor II 15.21
01613 - Word Processor III 17.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.64
05010 - Automotive Electrician 19.69
05040 - Automotive Glass Installer 18.61
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 16.37
05130 - Motor Equipment Metal Mechanic 20.67
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 20.67
05220 - Motor Vehicle Mechanic Helper 15.24
05250 - Motor Vehicle Upholstery Worker 17.51
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.69
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 12.58
05400 - Transmission Repair Specialist 20.67
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.26
07042 - Cook II 13.81
07070 - Dishwasher 9.49
07130 - Food Service Worker 9.73
07210 - Meat Cutter 14.75
07260 - Waiter/Waitress 9.41
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.25

09040 - Furniture Handler 10.49
09080 - Furniture Refinisher 16.50
09090 - Furniture Refinisher Helper 12.20
09110 - Furniture Repairer Minor 14.55
09130 - Upholsterer 16.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.32
11060 - Elevator Operator 12.25
11090 - Gardener 14.94
11122 - Housekeeping Aide 11.14
11150 - Janitor 11.14
11210 - Laborer Grounds Maintenance 11.94
11240 - Maid or Houseman 11.15
11260 - Pruner 11.10
11270 - Tractor Operator 14.18
11330 - Trail Maintenance Worker 11.94
11360 - Window Cleaner 12.23
12000 - Health Occupations
12010 - Ambulance Driver 17.24
12011 - Breath Alcohol Technician 18.30
12012 - Certified Occupational Therapist Assistant 35.81
12015 - Certified Physical Therapist Assistant 33.77
12020 - Dental Assistant 20.37
12025 - Dental Hygienist 36.87
12030 - EKG Technician 29.00
12035 - Electroneurodiagnostic Technologist 29.00
12040 - Emergency Medical Technician 17.24
12071 - Licensed Practical Nurse I 16.35
12072 - Licensed Practical Nurse II 18.30
12073 - Licensed Practical Nurse III 20.40
12100 - Medical Assistant 15.44
12130 - Medical Laboratory Technician 22.43
12160 - Medical Record Clerk 15.28
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 19.25
12210 - Nuclear Medicine Technologist 40.21
12221 - Nursing Assistant I 11.39
12222 - Nursing Assistant II 12.80
12223 - Nursing Assistant III 13.97
12224 - Nursing Assistant IV 15.68
12235 - Optical Dispenser 20.16
12236 - Optical Technician 16.35
12250 - Pharmacy Technician 15.59
12280 - Phlebotomist 15.89
12305 - Radiologic Technologist 24.79
12311 - Registered Nurse I 25.02
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		44.39
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		19.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.61
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		26.68
13041 - Illustrator I		17.61
13042 - Illustrator II		21.87
13043 - Illustrator III		26.68
13047 - Librarian		24.16
13050 - Library Aide/Clerk		12.09
13054 - Library Information Technology Systems Administrator		21.82
13058 - Library Technician		14.95
13061 - Media Specialist I		15.74
13062 - Media Specialist II		17.61
13063 - Media Specialist III		19.64
13071 - Photographer I		15.73
13072 - Photographer II		17.59
13073 - Photographer III		21.78
13074 - Photographer IV		26.66
13075 - Photographer V		32.24
13090 - Technical Order Library Clerk		15.43
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.49
14042 - Computer Operator II		17.33
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.46
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	24.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.49
14160 - Personal Computer Support Technician		21.46
14170 - System Support Specialist		30.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.21
15020 - Aircrew Training Devices Instructor (Rated)		34.12
15030 - Air Crew Training Devices Instructor (Pilot)		38.68
15050 - Computer Based Training Specialist / Instructor		28.21
15060 - Educational Technologist		30.53
15070 - Flight Instructor (Pilot)		38.68
15080 - Graphic Artist		19.83
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.68

15086 - Maintenance Test Pilot Rotary Wing 38.68
15088 - Non-Maintenance Test/Co-Pilot 38.68
15090 - Technical Instructor 21.56
15095 - Technical Instructor/Course Developer 26.38
15110 - Test Proctor 17.41
15120 - Tutor 17.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.12
19040 - Tool And Die Maker 27.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.59
21030 - Material Coordinator 21.78
21040 - Material Expediter 21.78
21050 - Material Handling Laborer 12.70
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 16.59
21110 - Shipping Packer 15.71
21130 - Shipping/Receiving Clerk 15.71
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 16.59
21410 - Warehouse Specialist 16.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 19.23
23021 - Aircraft Mechanic I 22.69
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 24.86
23040 - Aircraft Mechanic Helper 16.79
23050 - Aircraft Painter 21.62
23060 - Aircraft Servicer 19.23
23070 - Aircraft Survival Flight Equipment Technician 21.62
23080 - Aircraft Worker 20.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.69
23110 - Appliance Mechanic 21.25

23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 22.32
23181 - Electronics Technician Maintenance I 24.26
23182 - Electronics Technician Maintenance II 25.69
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 19.23
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 17.97
23311 - Fuel Distribution System Mechanic 22.69
23312 - Fuel Distribution System Operator 17.97
23370 - General Maintenance Worker 18.32
23380 - Ground Support Equipment Mechanic 22.69
23381 - Ground Support Equipment Servicer 19.23
23382 - Ground Support Equipment Worker 20.42
23391 - Gunsmith I 17.97
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.68
23430 - Heavy Equipment Mechanic 23.51
23440 - Heavy Equipment Operator 17.45
23460 - Instrument Mechanic 22.69
23465 - Laboratory/Shelter Mechanic 21.62
23470 - Laborer 12.70
23510 - Locksmith 21.62
23530 - Machinery Maintenance Mechanic 24.89
23550 - Machinist Maintenance 26.19
23580 - Maintenance Trades Helper 12.60
23591 - Metrology Technician I 22.69
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 24.86
23640 - Millwright 24.74
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 16.25
23790 - Pipefitter Maintenance 21.03
23810 - Plumber Maintenance 20.03
23820 - Pneudraulic Systems Mechanic 22.69
23850 - Rigger 22.69
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 20.37
23910 - Small Engine Mechanic 18.87
23931 - Telecommunications Mechanic I 27.52
23932 - Telecommunications Mechanic II 28.84
23950 - Telephone Lineman 31.63
23960 - Welder Combination Maintenance 20.41

23965 - Well Driller	22.69
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.97
24000 - Personal Needs Occupations	
24550 - Case Manager	13.74
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	11.23
24610 - Chore Aide	9.68
24620 - Family Readiness And Support Services Coordinator	13.74
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	20.57
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	20.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.23
27007 - Baggage Inspector	12.75
27008 - Corrections Officer	17.81
27010 - Court Security Officer	19.21
27030 - Detection Dog Handler	14.26
27040 - Detention Officer	17.81
27070 - Firefighter	20.57
27101 - Guard I	12.75
27102 - Guard II	14.26
27131 - Police Officer I	20.37
27132 - Police Officer II	22.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.39
28042 - Carnival Equipment Repairer	12.20
28043 - Carnival Worker	8.91
28210 - Gate Attendant/Gate Tender	14.07
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	11.49
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.46
29020 - Hatch Tender	22.46
29030 - Line Handler	22.46
29041 - Stevedore I	21.15
29042 - Stevedore II	23.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.15
30022 - Archeological Technician II		20.31
30023 - Archeological Technician III		25.15
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		24.57
30051 - Cryogenic Technician I		27.86
30052 - Cryogenic Technician II		30.77
30061 - Drafter/CAD Operator I		18.15
30062 - Drafter/CAD Operator II		20.31
30063 - Drafter/CAD Operator III		22.64
30064 - Drafter/CAD Operator IV		27.86
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		17.93
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		25.15
30095 - Evidence Control Specialist		25.15
30210 - Laboratory Technician		23.06
30221 - Latent Fingerprint Technician I		27.86
30222 - Latent Fingerprint Technician II		30.77
30240 - Mathematical Technician		25.15
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant III		28.34
30364 - Paralegal/Legal Assistant IV		34.28
30375 - Petroleum Supply Specialist		30.77
30390 - Photo-Optics Technician		22.25
30395 - Radiation Control Technician		30.77
30461 - Technical Writer I		23.50
30462 - Technical Writer II		28.75
30463 - Technical Writer III		34.78
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.86
30502 - Weather Forecaster II		33.89
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.64
30621 - Weather Observer Senior	(see 2)	25.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.49
31030 - Bus Driver		17.38
31043 - Driver Courier		12.62
31260 - Parking and Lot Attendant		10.98
31290 - Shuttle Bus Driver		13.12

31310 - Taxi Driver	13.75
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	13.73
31363 - Truckdriver Heavy	19.14
31364 - Truckdriver Tractor-Trailer	19.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	10.14
99095 - Embalmer	26.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.20
99260 - Marketing Analyst	26.00
99310 - Mortician	26.99
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.18
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	13.82
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	20.19
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4312
Revision No.: 12
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amherst Appomattox Bedford Campbell Lynchburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		17.04
01020 - Administrative Assistant		25.44
01035 - Court Reporter		17.02
01041 - Customer Service Representative I		11.20
01042 - Customer Service Representative II		12.59
01043 - Customer Service Representative III		13.73
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.80
01060 - Dispatcher Motor Vehicle		17.80
01070 - Document Preparation Clerk		13.62

01090 - Duplicating Machine Operator 13.62
01111 - General Clerk I 13.01
01112 - General Clerk II 14.19
01113 - General Clerk III 15.93
01120 - Housing Referral Assistant 18.97
01141 - Messenger Courier 14.31
01191 - Order Clerk I 15.57
01192 - Order Clerk II 16.98
01261 - Personnel Assistant (Employment) I 15.73
01262 - Personnel Assistant (Employment) II 17.61
01263 - Personnel Assistant (Employment) III 19.62
01270 - Production Control Clerk 21.78
01290 - Rental Clerk 14.37
01300 - Scheduler Maintenance 15.21
01311 - Secretary I 15.21
01312 - Secretary II 17.02
01313 - Secretary III 18.97
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 25.44
01420 - Survey Worker 14.40
01460 - Switchboard Operator/Receptionist 12.62
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.55
01612 - Word Processor II 15.21
01613 - Word Processor III 17.02
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.64
05010 - Automotive Electrician 19.69
05040 - Automotive Glass Installer 18.61
05070 - Automotive Worker 18.61
05110 - Mobile Equipment Servicer 16.37
05130 - Motor Equipment Metal Mechanic 20.67
05160 - Motor Equipment Metal Worker 18.61
05190 - Motor Vehicle Mechanic 20.67
05220 - Motor Vehicle Mechanic Helper 15.24
05250 - Motor Vehicle Upholstery Worker 17.51
05280 - Motor Vehicle Wrecker 18.61
05310 - Painter Automotive 19.69
05340 - Radiator Repair Specialist 18.61
05370 - Tire Repairer 12.58
05400 - Transmission Repair Specialist 20.67
07000 - Food Preparation And Service Occupations
07010 - Baker 12.65
07041 - Cook I 12.26
07042 - Cook II 13.81
07070 - Dishwasher 9.49
07130 - Food Service Worker 9.73
07210 - Meat Cutter 14.75

07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.32
11060 - Elevator Operator	12.25
11090 - Gardener	14.94
11122 - Housekeeping Aide	11.14
11150 - Janitor	11.14
11210 - Laborer Grounds Maintenance	11.94
11240 - Maid or Houseman	11.15
11260 - Pruner	11.10
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	11.94
11360 - Window Cleaner	12.23
12000 - Health Occupations	
12010 - Ambulance Driver	17.24
12011 - Breath Alcohol Technician	18.30
12012 - Certified Occupational Therapist Assistant	35.81
12015 - Certified Physical Therapist Assistant	33.77
12020 - Dental Assistant	20.37
12025 - Dental Hygienist	36.87
12030 - EKG Technician	29.00
12035 - Electroneurodiagnostic Technologist	29.00
12040 - Emergency Medical Technician	17.24
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.30
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	15.44
12130 - Medical Laboratory Technician	22.43
12160 - Medical Record Clerk	15.28
12190 - Medical Record Technician	18.80
12195 - Medical Transcriptionist	19.25
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.97
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	20.16
12236 - Optical Technician	16.35
12250 - Pharmacy Technician	15.59
12280 - Phlebotomist	15.89
12305 - Radiologic Technologist	24.79
12311 - Registered Nurse I	25.02
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		44.39
12317 - Scheduler (Drug and Alcohol Testing)		22.66
12320 - Substance Abuse Treatment Counselor		19.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.61
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		26.68
13041 - Illustrator I		17.61
13042 - Illustrator II		21.87
13043 - Illustrator III		26.68
13047 - Librarian		24.16
13050 - Library Aide/Clerk		12.09
13054 - Library Information Technology Systems Administrator		21.82
13058 - Library Technician		14.95
13061 - Media Specialist I		15.74
13062 - Media Specialist II		17.61
13063 - Media Specialist III		19.64
13071 - Photographer I		15.73
13072 - Photographer II		17.59
13073 - Photographer III		21.78
13074 - Photographer IV		26.66
13075 - Photographer V		32.24
13090 - Technical Order Library Clerk		15.43
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.49
14042 - Computer Operator II		17.33
14043 - Computer Operator III		19.31
14044 - Computer Operator IV		21.46
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	24.01
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.49
14160 - Personal Computer Support Technician		21.46
14170 - System Support Specialist		30.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.21
15020 - Aircrew Training Devices Instructor (Rated)		34.12
15030 - Air Crew Training Devices Instructor (Pilot)		38.68
15050 - Computer Based Training Specialist / Instructor		28.21
15060 - Educational Technologist		30.53

15070 - Flight Instructor (Pilot) 38.68
15080 - Graphic Artist 19.83
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.68
15086 - Maintenance Test Pilot Rotary Wing 38.68
15088 - Non-Maintenance Test/Co-Pilot 38.68
15090 - Technical Instructor 21.56
15095 - Technical Instructor/Course Developer 26.38
15110 - Test Proctor 17.41
15120 - Tutor 17.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.12
19040 - Tool And Die Maker 27.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.59
21030 - Material Coordinator 21.78
21040 - Material Expediter 21.78
21050 - Material Handling Laborer 12.70
21071 - Order Filler 12.62
21080 - Production Line Worker (Food Processing) 16.59
21110 - Shipping Packer 15.71
21130 - Shipping/Receiving Clerk 15.71
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 16.59
21410 - Warehouse Specialist 16.59
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.78
23019 - Aircraft Logs and Records Technician 19.23
23021 - Aircraft Mechanic I 22.69
23022 - Aircraft Mechanic II 23.78
23023 - Aircraft Mechanic III 24.86
23040 - Aircraft Mechanic Helper 16.79
23050 - Aircraft Painter 21.62
23060 - Aircraft Servicer 19.23
23070 - Aircraft Survival Flight Equipment Technician 21.62
23080 - Aircraft Worker 20.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.42

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.69
23110 - Appliance Mechanic 21.25
23120 - Bicycle Repairer 17.67
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 20.24
23160 - Electrician Maintenance 22.32
23181 - Electronics Technician Maintenance I 24.26
23182 - Electronics Technician Maintenance II 25.69
23183 - Electronics Technician Maintenance III 26.95
23260 - Fabric Worker 19.23
23290 - Fire Alarm System Mechanic 22.69
23310 - Fire Extinguisher Repairer 17.97
23311 - Fuel Distribution System Mechanic 22.69
23312 - Fuel Distribution System Operator 17.97
23370 - General Maintenance Worker 18.32
23380 - Ground Support Equipment Mechanic 22.69
23381 - Ground Support Equipment Servicer 19.23
23382 - Ground Support Equipment Worker 20.42
23391 - Gunsmith I 17.97
23392 - Gunsmith II 20.42
23393 - Gunsmith III 22.69
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.68
23430 - Heavy Equipment Mechanic 23.51
23440 - Heavy Equipment Operator 17.45
23460 - Instrument Mechanic 22.69
23465 - Laboratory/Shelter Mechanic 21.62
23470 - Laborer 12.70
23510 - Locksmith 21.62
23530 - Machinery Maintenance Mechanic 24.89
23550 - Machinist Maintenance 26.19
23580 - Maintenance Trades Helper 12.60
23591 - Metrology Technician I 22.69
23592 - Metrology Technician II 23.78
23593 - Metrology Technician III 24.86
23640 - Millwright 24.74
23710 - Office Appliance Repairer 21.26
23760 - Painter Maintenance 16.25
23790 - Pipefitter Maintenance 21.03
23810 - Plumber Maintenance 20.03
23820 - Pneudraulic Systems Mechanic 22.69
23850 - Rigger 22.69
23870 - Scale Mechanic 20.42
23890 - Sheet-Metal Worker Maintenance 20.37
23910 - Small Engine Mechanic 18.87
23931 - Telecommunications Mechanic I 27.52

23932 - Telecommunications Mechanic II	28.84
23950 - Telephone Lineman	31.63
23960 - Welder Combination Maintenance	20.41
23965 - Well Driller	22.69
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.97
24000 - Personal Needs Occupations	
24550 - Case Manager	13.74
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	11.23
24610 - Chore Aide	9.68
24620 - Family Readiness And Support Services Coordinator	13.74
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	20.57
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	20.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.23
27007 - Baggage Inspector	12.75
27008 - Corrections Officer	17.81
27010 - Court Security Officer	19.21
27030 - Detection Dog Handler	14.26
27040 - Detention Officer	17.81
27070 - Firefighter	20.57
27101 - Guard I	12.75
27102 - Guard II	14.26
27131 - Police Officer I	20.37
27132 - Police Officer II	22.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.39
28042 - Carnival Equipment Repairer	12.20
28043 - Carnival Worker	8.91
28210 - Gate Attendant/Gate Tender	14.07
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	11.49
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.46
29020 - Hatch Tender	22.46
29030 - Line Handler	22.46
29041 - Stevedore I	21.15
29042 - Stevedore II	23.78
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.15
30022 - Archeological Technician II 20.31
30023 - Archeological Technician III 25.15
30030 - Cartographic Technician 25.15
30040 - Civil Engineering Technician 24.57
30051 - Cryogenic Technician I 27.86
30052 - Cryogenic Technician II 30.77
30061 - Drafter/CAD Operator I 18.15
30062 - Drafter/CAD Operator II 20.31
30063 - Drafter/CAD Operator III 22.64
30064 - Drafter/CAD Operator IV 27.86
30081 - Engineering Technician I 14.27
30082 - Engineering Technician II 16.02
30083 - Engineering Technician III 17.93
30084 - Engineering Technician IV 22.20
30085 - Engineering Technician V 27.16
30086 - Engineering Technician VI 32.86
30090 - Environmental Technician 25.15
30095 - Evidence Control Specialist 25.15
30210 - Laboratory Technician 23.06
30221 - Latent Fingerprint Technician I 27.86
30222 - Latent Fingerprint Technician II 30.77
30240 - Mathematical Technician 25.15
30361 - Paralegal/Legal Assistant I 18.70
30362 - Paralegal/Legal Assistant II 23.16
30363 - Paralegal/Legal Assistant III 28.34
30364 - Paralegal/Legal Assistant IV 34.28
30375 - Petroleum Supply Specialist 30.77
30390 - Photo-Optics Technician 22.25
30395 - Radiation Control Technician 30.77
30461 - Technical Writer I 23.50
30462 - Technical Writer II 28.75
30463 - Technical Writer III 34.78
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.86
30502 - Weather Forecaster II 33.89
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.64
30621 - Weather Observer Senior (see 2) 25.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.49
31030 - Bus Driver 17.38

31043 - Driver Courier	12.62
31260 - Parking and Lot Attendant	10.98
31290 - Shuttle Bus Driver	13.12
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	13.73
31363 - Truckdriver Heavy	19.14
31364 - Truckdriver Tractor-Trailer	19.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.82
99050 - Desk Clerk	10.14
99095 - Embalmer	26.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.20
99260 - Marketing Analyst	26.00
99310 - Mortician	26.99
99410 - Pest Controller	18.72
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.18
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	13.82
99810 - Sales Clerk	11.03
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	20.19
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4313
Revision No.: 15
Date Of Last Revision: 04/07/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amelia Caroline Charles City Chesterfield Colonial Hghts Dinwiddie Goochland Hanover Henrico Hopewell King William New Kent Petersburg Powhatan Prince George Sussex
This WD also applies to Richmond City

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.20
01012 - Accounting Clerk II		19.32
01013 - Accounting Clerk III		21.60
01020 - Administrative Assistant		28.02
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		14.11
01042 - Customer Service Representative II		15.41
01043 - Customer Service Representative III		17.29
01051 - Data Entry Operator I		15.41
01052 - Data Entry Operator II		16.82
01060 - Dispatcher Motor Vehicle		20.47

01070 - Document Preparation Clerk	17.04
01090 - Duplicating Machine Operator	17.04
01111 - General Clerk I	13.73
01112 - General Clerk II	14.98
01113 - General Clerk III	17.46
01120 - Housing Referral Assistant	20.65
01141 - Messenger Courier	16.64
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	16.94
01262 - Personnel Assistant (Employment) II	18.96
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	23.73
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	16.57
01311 - Secretary I	16.57
01312 - Secretary II	18.53
01313 - Secretary III	20.65
01320 - Service Order Dispatcher	18.31
01410 - Supply Technician	28.02
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	18.79
01532 - Travel Clerk II	19.97
01533 - Travel Clerk III	21.26
01611 - Word Processor I	15.80
01612 - Word Processor II	17.74
01613 - Word Processor III	19.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.89
05010 - Automotive Electrician	21.41
05040 - Automotive Glass Installer	20.25
05070 - Automotive Worker	20.25
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	20.25
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.25
05310 - Painter Automotive	21.41
05340 - Radiator Repair Specialist	20.25
05370 - Tire Repairer	15.00
05400 - Transmission Repair Specialist	22.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.25
07041 - Cook I	13.61
07042 - Cook II	15.47
07070 - Dishwasher	9.99
07130 - Food Service Worker	11.61

07210 - Meat Cutter	17.60
07260 - Waiter/Waitress	9.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	11.73
11090 - Gardener	19.50
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	14.93
11240 - Maid or Houseman	11.99
11260 - Pruner	13.38
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.93
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	35.10
12015 - Certified Physical Therapist Assistant	30.32
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	40.72
12030 - EKG Technician	32.22
12035 - Electroneurodiagnostic Technologist	32.22
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	29.78
12072 - Licensed Practical Nurse II	21.20
12073 - Licensed Practical Nurse III	23.63
12100 - Medical Assistant	16.72
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	19.93
12190 - Medical Record Technician	24.48
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	36.07
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	22.39
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	16.31
12280 - Phlebotomist	18.26
12305 - Radiologic Technologist	30.56
12311 - Registered Nurse I	25.08

12312 - Registered Nurse II		30.67
12313 - Registered Nurse II Specialist		30.67
12314 - Registered Nurse III		37.12
12315 - Registered Nurse III Anesthetist		37.12
12316 - Registered Nurse IV		44.48
12317 - Scheduler (Drug and Alcohol Testing)		24.70
12320 - Substance Abuse Treatment Counselor		23.86
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.33
13012 - Exhibits Specialist II		26.42
13013 - Exhibits Specialist III		32.32
13041 - Illustrator I		20.48
13042 - Illustrator II		25.37
13043 - Illustrator III		31.02
13047 - Librarian		28.79
13050 - Library Aide/Clerk		14.04
13054 - Library Information Technology Systems Administrator		26.00
13058 - Library Technician		17.11
13061 - Media Specialist I		18.76
13062 - Media Specialist II		20.99
13063 - Media Specialist III		23.39
13071 - Photographer I		17.85
13072 - Photographer II		19.98
13073 - Photographer III		24.74
13074 - Photographer IV		30.26
13075 - Photographer V		36.62
13090 - Technical Order Library Clerk		17.79
13110 - Video Teleconference Technician		22.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.58
14042 - Computer Operator II		20.78
14043 - Computer Operator III		23.16
14044 - Computer Operator IV		25.74
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.58
14160 - Personal Computer Support Technician		25.74
14170 - System Support Specialist		31.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		39.28
15030 - Air Crew Training Devices Instructor (Pilot)		47.08
15050 - Computer Based Training Specialist / Instructor		33.42

15060 - Educational Technologist 36.02
15070 - Flight Instructor (Pilot) 47.08
15080 - Graphic Artist 28.75
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.08
15086 - Maintenance Test Pilot Rotary Wing 47.08
15088 - Non-Maintenance Test/Co-Pilot 47.08
15090 - Technical Instructor 24.12
15095 - Technical Instructor/Course Developer 29.50
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.96
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.41
21030 - Material Coordinator 23.73
21040 - Material Expediter 23.73
21050 - Material Handling Laborer 14.37
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 17.41
21110 - Shipping Packer 16.55
21130 - Shipping/Receiving Clerk 16.55
21140 - Store Worker I 13.55
21150 - Stock Clerk 18.98
21210 - Tools And Parts Attendant 17.41
21410 - Warehouse Specialist 17.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.74
23019 - Aircraft Logs and Records Technician 26.40
23021 - Aircraft Mechanic I 31.30
23022 - Aircraft Mechanic II 32.74
23023 - Aircraft Mechanic III 34.25
23040 - Aircraft Mechanic Helper 23.55
23050 - Aircraft Painter 29.82
23060 - Aircraft Servicer 26.40
23070 - Aircraft Survival Flight Equipment Technician 29.82
23080 - Aircraft Worker 28.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 28.19

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 31.30
II
23110 - Appliance Mechanic 22.49
23120 - Bicycle Repairer 20.68
23125 - Cable Splicer 34.36
23130 - Carpenter Maintenance 20.16
23140 - Carpet Layer 21.54
23160 - Electrician Maintenance 25.09
23181 - Electronics Technician Maintenance I 29.18
23182 - Electronics Technician Maintenance II 30.86
23183 - Electronics Technician Maintenance III 32.38
23260 - Fabric Worker 22.57
23290 - Fire Alarm System Mechanic 23.65
23310 - Fire Extinguisher Repairer 21.21
23311 - Fuel Distribution System Mechanic 30.52
23312 - Fuel Distribution System Operator 24.19
23370 - General Maintenance Worker 20.70
23380 - Ground Support Equipment Mechanic 31.30
23381 - Ground Support Equipment Servicer 26.40
23382 - Ground Support Equipment Worker 28.19
23391 - Gunsmith I 21.21
23392 - Gunsmith II 24.11
23393 - Gunsmith III 26.75
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.55
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 20.45
23460 - Instrument Mechanic 30.75
23465 - Laboratory/Shelter Mechanic 25.49
23470 - Laborer 13.94
23510 - Locksmith 23.88
23530 - Machinery Maintenance Mechanic 27.72
23550 - Machinist Maintenance 24.50
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 30.75
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 33.66
23640 - Millwright 26.60
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 26.31
23810 - Plumber Maintenance 25.07
23820 - Pneudraulic Systems Mechanic 26.75
23850 - Rigger 26.29
23870 - Scale Mechanic 24.11
23890 - Sheet-Metal Worker Maintenance 25.48
23910 - Small Engine Mechanic 19.23

23931 - Telecommunications Mechanic I	32.85
23932 - Telecommunications Mechanic II	34.37
23950 - Telephone Lineman	36.51
23960 - Welder Combination Maintenance	22.79
23965 - Well Driller	26.75
23970 - Woodcraft Worker	26.75
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	15.19
24570 - Child Care Attendant	10.07
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	15.19
24630 - Homemaker	15.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	22.96
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.76
25210 - Water Treatment Plant Operator	22.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.61
27007 - Baggage Inspector	12.80
27008 - Corrections Officer	19.51
27010 - Court Security Officer	22.28
27030 - Detection Dog Handler	14.31
27040 - Detention Officer	19.51
27070 - Firefighter	26.45
27101 - Guard I	12.80
27102 - Guard II	14.31
27131 - Police Officer I	23.92
27132 - Police Officer II	26.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.29
28042 - Carnival Equipment Repairer	13.22
28043 - Carnival Worker	9.07
28210 - Gate Attendant/Gate Tender	15.51
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	17.34
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	21.48
28630 - Sports Official	13.80
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.45
29020 - Hatch Tender	27.45
29030 - Line Handler	27.45
29041 - Stevedore I	25.71
29042 - Stevedore II	29.04

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.65
30021 - Archeological Technician I		17.41
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		24.13
30030 - Cartographic Technician		24.13
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		26.72
30052 - Cryogenic Technician II		29.51
30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		22.64
30095 - Evidence Control Specialist		23.87
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		28.40
30222 - Latent Fingerprint Technician II		31.36
30240 - Mathematical Technician		26.55
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.31
30363 - Paralegal/Legal Assistant III		29.74
30364 - Paralegal/Legal Assistant IV		35.98
30375 - Petroleum Supply Specialist		29.19
30390 - Photo-Optics Technician		24.14
30395 - Radiation Control Technician		29.19
30461 - Technical Writer I		28.66
30462 - Technical Writer II		35.05
30463 - Technical Writer III		42.42
30491 - Unexploded Ordnance (UXO) Technician I		26.49
30492 - Unexploded Ordnance (UXO) Technician II		32.05
30493 - Unexploded Ordnance (UXO) Technician III		38.41
30494 - Unexploded (UXO) Safety Escort		26.49
30495 - Unexploded (UXO) Sweep Personnel		26.49
30501 - Weather Forecaster I		26.72
30502 - Weather Forecaster II		32.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer Senior	(see 2)	24.13

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32.05
31020 - Bus Aide		15.47

31030 - Bus Driver	21.51
31043 - Driver Courier	17.62
31260 - Parking and Lot Attendant	11.80
31290 - Shuttle Bus Driver	17.22
31310 - Taxi Driver	14.75
31361 - Truckdriver Light	18.94
31362 - Truckdriver Medium	20.16
31363 - Truckdriver Heavy	22.12
31364 - Truckdriver Tractor-Trailer	22.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	10.88
99050 - Desk Clerk	11.36
99095 - Embalmer	31.75
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.86
99260 - Marketing Analyst	32.45
99310 - Mortician	31.44
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	14.46
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.36
99830 - Survey Party Chief	26.80
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.01
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	20.50
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4314
Revision No.: 14
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Amelia Caroline Charles City Chesterfield Colonial Hghts Dinwiddie Goochland Hanover Henrico Hopewell King William New Kent Petersburg Powhatan Prince George Sussex
This WD also applies to Richmond City

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.22
01012 - Accounting Clerk II		18.21
01013 - Accounting Clerk III		20.38
01020 - Administrative Assistant		27.73
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		13.69
01042 - Customer Service Representative II		15.40
01043 - Customer Service Representative III		16.80

01051 - Data Entry Operator I 15.17
01052 - Data Entry Operator II 16.55
01060 - Dispatcher Motor Vehicle 20.21
01070 - Document Preparation Clerk 16.53
01090 - Duplicating Machine Operator 16.53
01111 - General Clerk I 13.73
01112 - General Clerk II 14.98
01113 - General Clerk III 17.46
01120 - Housing Referral Assistant 20.44
01141 - Messenger Courier 15.13
01191 - Order Clerk I 15.00
01192 - Order Clerk II 16.38
01261 - Personnel Assistant (Employment) I 16.94
01262 - Personnel Assistant (Employment) II 18.96
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 15.94
01300 - Scheduler Maintenance 16.39
01311 - Secretary I 16.39
01312 - Secretary II 18.34
01313 - Secretary III 20.44
01320 - Service Order Dispatcher 17.97
01410 - Supply Technician 27.73
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 15.28
01531 - Travel Clerk I 17.08
01532 - Travel Clerk II 18.15
01533 - Travel Clerk III 19.33
01611 - Word Processor I 15.80
01612 - Word Processor II 17.74
01613 - Word Processor III 19.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.89
05010 - Automotive Electrician 21.35
05040 - Automotive Glass Installer 20.19
05070 - Automotive Worker 20.19
05110 - Mobile Equipment Servicer 17.96
05130 - Motor Equipment Metal Mechanic 22.41
05160 - Motor Equipment Metal Worker 20.19
05190 - Motor Vehicle Mechanic 22.89
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 20.19
05310 - Painter Automotive 21.35
05340 - Radiator Repair Specialist 20.19
05370 - Tire Repairer 15.00
05400 - Transmission Repair Specialist 22.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62
07041 - Cook I 13.61

07042 - Cook II	15.47
07070 - Dishwasher	9.51
07130 - Food Service Worker	11.16
07210 - Meat Cutter	17.28
07260 - Waiter/Waitress	9.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	11.73
11090 - Gardener	19.38
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	14.84
11240 - Maid or Houseman	10.90
11260 - Pruner	13.29
11270 - Tractor Operator	18.01
11330 - Trail Maintenance Worker	14.84
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.85
12012 - Certified Occupational Therapist Assistant	34.89
12015 - Certified Physical Therapist Assistant	28.89
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	40.72
12030 - EKG Technician	32.22
12035 - Electroneurodiagnostic Technologist	32.22
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	23.19
12160 - Medical Record Clerk	18.12
12190 - Medical Record Technician	22.30
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	35.30
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	22.39
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	15.97

12280 - Phlebotomist		18.26
12305 - Radiologic Technologist		28.54
12311 - Registered Nurse I		23.80
12312 - Registered Nurse II		29.10
12313 - Registered Nurse II Specialist		29.10
12314 - Registered Nurse III		35.20
12315 - Registered Nurse III Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.59
12320 - Substance Abuse Treatment Counselor		21.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.99
13012 - Exhibits Specialist II		26.00
13013 - Exhibits Specialist III		31.80
13041 - Illustrator I		20.48
13042 - Illustrator II		25.37
13043 - Illustrator III		31.02
13047 - Librarian		28.79
13050 - Library Aide/Clerk		12.76
13054 - Library Information Technology Systems Administrator		26.00
13058 - Library Technician		17.11
13061 - Media Specialist I		18.76
13062 - Media Specialist II		20.99
13063 - Media Specialist III		23.39
13071 - Photographer I		16.23
13072 - Photographer II		18.16
13073 - Photographer III		22.49
13074 - Photographer IV		27.51
13075 - Photographer V		33.29
13090 - Technical Order Library Clerk		16.17
13110 - Video Teleconference Technician		21.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.89
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.05
14044 - Computer Operator IV		23.40
14045 - Computer Operator V		25.91
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.89
14160 - Personal Computer Support Technician		23.40
14170 - System Support Specialist		30.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42

15020 - Aircrew Training Devices Instructor (Rated) 38.90
15030 - Air Crew Training Devices Instructor (Pilot) 46.62
15050 - Computer Based Training Specialist / Instructor 33.42
15060 - Educational Technologist 33.41
15070 - Flight Instructor (Pilot) 46.62
15080 - Graphic Artist 26.14
15085 - Maintenance Test Pilot Fixed Jet/Prop 46.62
15086 - Maintenance Test Pilot Rotary Wing 46.62
15088 - Non-Maintenance Test/Co-Pilot 46.62
15090 - Technical Instructor 24.12
15095 - Technical Instructor/Course Developer 29.50
15110 - Test Proctor 19.48
15120 - Tutor 19.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.96
19040 - Tool And Die Maker 26.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.41
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 13.82
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 17.41
21110 - Shipping Packer 15.56
21130 - Shipping/Receiving Clerk 15.56
21140 - Store Worker I 13.41
21150 - Stock Clerk 18.79
21210 - Tools And Parts Attendant 17.41
21410 - Warehouse Specialist 17.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.76
23019 - Aircraft Logs and Records Technician 24.00
23021 - Aircraft Mechanic I 28.45
23022 - Aircraft Mechanic II 29.76
23023 - Aircraft Mechanic III 31.14
23040 - Aircraft Mechanic Helper 21.41
23050 - Aircraft Painter 27.11
23060 - Aircraft Servicer 24.00

23070 - Aircraft Survival Flight Equipment Technician 27.11
23080 - Aircraft Worker 25.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.45
23110 - Appliance Mechanic 20.80
23120 - Bicycle Repairer 18.80
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 21.54
23160 - Electrician Maintenance 24.34
23181 - Electronics Technician Maintenance I 28.19
23182 - Electronics Technician Maintenance II 29.81
23183 - Electronics Technician Maintenance III 31.29
23260 - Fabric Worker 21.76
23290 - Fire Alarm System Mechanic 22.50
23310 - Fire Extinguisher Repairer 20.44
23311 - Fuel Distribution System Mechanic 29.02
23312 - Fuel Distribution System Operator 23.00
23370 - General Maintenance Worker 19.03
23380 - Ground Support Equipment Mechanic 28.45
23381 - Ground Support Equipment Servicer 24.00
23382 - Ground Support Equipment Worker 25.63
23391 - Gunsmith I 20.44
23392 - Gunsmith II 23.23
23393 - Gunsmith III 25.79
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.55
23430 - Heavy Equipment Mechanic 26.83
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 30.75
23465 - Laboratory/Shelter Mechanic 24.57
23470 - Laborer 12.67
23510 - Locksmith 23.88
23530 - Machinery Maintenance Mechanic 27.72
23550 - Machinist Maintenance 23.90
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 30.75
23592 - Metrology Technician II 32.17
23593 - Metrology Technician III 33.66
23640 - Millwright 25.69
23710 - Office Appliance Repairer 21.08
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 26.31
23810 - Plumber Maintenance 25.07
23820 - Pneudraulic Systems Mechanic 25.79
23850 - Rigger 26.29

23870 - Scale Mechanic 23.23
23890 - Sheet-Metal Worker Maintenance 23.93
23910 - Small Engine Mechanic 17.94
23931 - Telecommunications Mechanic I 30.09
23932 - Telecommunications Mechanic II 31.48
23950 - Telephone Lineman 33.82
23960 - Welder Combination Maintenance 22.23
23965 - Well Driller 25.79
23970 - Woodcraft Worker 25.79
23980 - Woodworker 20.44
24000 - Personal Needs Occupations
24550 - Case Manager 14.80
24570 - Child Care Attendant 10.07
24580 - Child Care Center Clerk 13.37
24610 - Chore Aide 9.88
24620 - Family Readiness And Support Services Coordinator 14.80
24630 - Homemaker 14.80
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.11
25040 - Sewage Plant Operator 22.67
25070 - Stationary Engineer 24.11
25190 - Ventilation Equipment Tender 17.76
25210 - Water Treatment Plant Operator 22.67
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.04
27007 - Baggage Inspector 12.22
27008 - Corrections Officer 18.39
27010 - Court Security Officer 22.28
27030 - Detection Dog Handler 13.67
27040 - Detention Officer 18.39
27070 - Firefighter 26.45
27101 - Guard I 12.22
27102 - Guard II 13.67
27131 - Police Officer I 23.19
27132 - Police Officer II 25.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.29
28042 - Carnival Equipment Repairer 13.22
28043 - Carnival Worker 9.07
28210 - Gate Attendant/Gate Tender 14.51
28310 - Lifeguard 11.95
28350 - Park Attendant (Aide) 16.24
28510 - Recreation Aide/Health Facility Attendant 11.85
28515 - Recreation Specialist 20.10
28630 - Sports Official 12.92
28690 - Swimming Pool Operator 15.22
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.45
29020 - Hatch Tender 27.45

29030 - Line Handler		27.45
29041 - Stevedore I		25.71
29042 - Stevedore II		29.04
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.33
30021 - Archeological Technician I		17.41
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		24.13
30030 - Cartographic Technician		24.13
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		26.72
30052 - Cryogenic Technician II		29.51
30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		22.64
30095 - Evidence Control Specialist		23.87
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		28.40
30222 - Latent Fingerprint Technician II		31.36
30240 - Mathematical Technician		24.14
30361 - Paralegal/Legal Assistant I		19.64
30362 - Paralegal/Legal Assistant II		24.31
30363 - Paralegal/Legal Assistant III		29.74
30364 - Paralegal/Legal Assistant IV		35.98
30375 - Petroleum Supply Specialist		29.19
30390 - Photo-Optics Technician		24.14
30395 - Radiation Control Technician		29.19
30461 - Technical Writer I		27.34
30462 - Technical Writer II		33.43
30463 - Technical Writer III		40.46
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		26.72
30502 - Weather Forecaster II		32.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer Senior	(see 2)	24.13

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.31
31030 - Bus Driver	19.87
31043 - Driver Courier	16.02
31260 - Parking and Lot Attendant	11.80
31290 - Shuttle Bus Driver	17.22
31310 - Taxi Driver	13.60
31361 - Truckdriver Light	17.22
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	20.11
31364 - Truckdriver Tractor-Trailer	20.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.24
99050 - Desk Clerk	10.71
99095 - Embalmer	31.75
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.60
99252 - Laboratory Animal Caretaker II	13.55
99260 - Marketing Analyst	32.45
99310 - Mortician	31.44
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	14.46
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.20
99830 - Survey Party Chief	24.36
99831 - Surveying Aide	15.94
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	16.79
99841 - Vending Machine Repairer	20.50
99842 - Vending Machine Repairer Helper	16.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4315
Revision No.: 14
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Botetourt Craig Franklin Roanoke Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		26.70
01035 - Court Reporter		17.75
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.19
01043 - Customer Service Representative III		15.48
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.56
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		15.06
01090 - Duplicating Machine Operator		15.06
01111 - General Clerk I		12.63
01112 - General Clerk II		13.77

01113 - General Clerk III 15.46
01120 - Housing Referral Assistant 19.78
01141 - Messenger Courier 13.30
01191 - Order Clerk I 12.94
01192 - Order Clerk II 14.12
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 13.96
01300 - Scheduler Maintenance 15.86
01311 - Secretary I 15.86
01312 - Secretary II 17.75
01313 - Secretary III 19.78
01320 - Service Order Dispatcher 18.04
01410 - Supply Technician 26.70
01420 - Survey Worker 14.96
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.13
01612 - Word Processor II 15.86
01613 - Word Processor III 17.75
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.11
05010 - Automotive Electrician 18.48
05040 - Automotive Glass Installer 17.46
05070 - Automotive Worker 17.46
05110 - Mobile Equipment Servicer 15.48
05130 - Motor Equipment Metal Mechanic 19.40
05160 - Motor Equipment Metal Worker 17.46
05190 - Motor Vehicle Mechanic 19.40
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.48
05280 - Motor Vehicle Wrecker 17.46
05310 - Painter Automotive 18.48
05340 - Radiator Repair Specialist 17.46
05370 - Tire Repairer 13.33
05400 - Transmission Repair Specialist 19.40
07000 - Food Preparation And Service Occupations
07010 - Baker 13.09
07041 - Cook I 12.03
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 9.35
07210 - Meat Cutter 17.07
07260 - Waiter/Waitress 9.33
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 16.25

09040 - Furniture Handler 10.49
09080 - Furniture Refinisher 16.50
09090 - Furniture Refinisher Helper 12.20
09110 - Furniture Repairer Minor 14.55
09130 - Upholsterer 16.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.48
11060 - Elevator Operator 11.48
11090 - Gardener 15.33
11122 - Housekeeping Aide 11.97
11150 - Janitor 11.97
11210 - Laborer Grounds Maintenance 12.18
11240 - Maid or Houseman 10.27
11260 - Pruner 11.09
11270 - Tractor Operator 14.27
11330 - Trail Maintenance Worker 12.18
11360 - Window Cleaner 13.15
12000 - Health Occupations
12010 - Ambulance Driver 18.39
12011 - Breath Alcohol Technician 19.21
12012 - Certified Occupational Therapist Assistant 34.20
12015 - Certified Physical Therapist Assistant 32.16
12020 - Dental Assistant 18.61
12025 - Dental Hygienist 36.79
12030 - EKG Technician 28.76
12035 - Electroneurodiagnostic Technologist 28.76
12040 - Emergency Medical Technician 18.39
12071 - Licensed Practical Nurse I 17.16
12072 - Licensed Practical Nurse II 19.21
12073 - Licensed Practical Nurse III 21.41
12100 - Medical Assistant 14.81
12130 - Medical Laboratory Technician 18.54
12160 - Medical Record Clerk 15.51
12190 - Medical Record Technician 19.12
12195 - Medical Transcriptionist 15.88
12210 - Nuclear Medicine Technologist 40.40
12221 - Nursing Assistant I 11.44
12222 - Nursing Assistant II 12.86
12223 - Nursing Assistant III 14.04
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 21.90
12236 - Optical Technician 17.16
12250 - Pharmacy Technician 15.47
12280 - Phlebotomist 16.55
12305 - Radiologic Technologist 27.22
12311 - Registered Nurse I 22.81
12312 - Registered Nurse II 27.92
12313 - Registered Nurse II Specialist 27.92
12314 - Registered Nurse III 33.77
12315 - Registered Nurse III Anesthetist 33.77

12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		23.79
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.86
13012 - Exhibits Specialist II		23.36
13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.86
13042 - Illustrator II		23.36
13043 - Illustrator III		28.57
13047 - Librarian		25.87
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		23.36
13058 - Library Technician		16.45
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.86
13063 - Media Specialist III		21.03
13071 - Photographer I		16.85
13072 - Photographer II		18.86
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.57
13090 - Technical Order Library Clerk		16.79
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	24.71
14072 - Computer Programmer II	(see 1)	27.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		27.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.21
15030 - Air Crew Training Devices Instructor (Pilot)		42.20
15050 - Computer Based Training Specialist / Instructor		28.80
15060 - Educational Technologist		30.42
15070 - Flight Instructor (Pilot)		42.20
15080 - Graphic Artist		21.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.20

15086 - Maintenance Test Pilot Rotary Wing 42.20
15088 - Non-Maintenance Test/Co-Pilot 42.20
15090 - Technical Instructor 21.79
15095 - Technical Instructor/Course Developer 26.66
15110 - Test Proctor 17.59
15120 - Tutor 17.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.09
19040 - Tool And Die Maker 25.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.55
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 13.44
21071 - Order Filler 12.85
21080 - Production Line Worker (Food Processing) 15.55
21110 - Shipping Packer 15.35
21130 - Shipping/Receiving Clerk 15.35
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.55
21410 - Warehouse Specialist 15.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.16
23019 - Aircraft Logs and Records Technician 19.53
23021 - Aircraft Mechanic I 23.05
23022 - Aircraft Mechanic II 24.16
23023 - Aircraft Mechanic III 25.26
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 21.97
23060 - Aircraft Servicer 19.53
23070 - Aircraft Survival Flight Equipment Technician 21.97
23080 - Aircraft Worker 20.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.05
23110 - Appliance Mechanic 21.97

23120 - Bicycle Repairer	18.05
23125 - Cable Splicer	33.32
23130 - Carpenter Maintenance	17.88
23140 - Carpet Layer	16.73
23160 - Electrician Maintenance	22.79
23181 - Electronics Technician Maintenance I	21.81
23182 - Electronics Technician Maintenance II	23.08
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	19.45
23290 - Fire Alarm System Mechanic	22.20
23310 - Fire Extinguisher Repairer	18.25
23311 - Fuel Distribution System Mechanic	25.72
23312 - Fuel Distribution System Operator	20.61
23370 - General Maintenance Worker	17.90
23380 - Ground Support Equipment Mechanic	23.05
23381 - Ground Support Equipment Servicer	19.53
23382 - Ground Support Equipment Worker	20.75
23391 - Gunsmith I	18.25
23392 - Gunsmith II	20.75
23393 - Gunsmith III	23.05
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.64
23430 - Heavy Equipment Mechanic	23.71
23440 - Heavy Equipment Operator	17.88
23460 - Instrument Mechanic	23.05
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	13.44
23510 - Locksmith	21.97
23530 - Machinery Maintenance Mechanic	23.47
23550 - Machinist Maintenance	21.80
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	23.05
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	25.26
23640 - Millwright	23.87
23710 - Office Appliance Repairer	17.54
23760 - Painter Maintenance	17.07
23790 - Pipefitter Maintenance	20.50
23810 - Plumber Maintenance	19.53
23820 - Pneudraulic Systems Mechanic	23.05
23850 - Rigger	23.05
23870 - Scale Mechanic	20.75
23890 - Sheet-Metal Worker Maintenance	18.56
23910 - Small Engine Mechanic	20.75
23931 - Telecommunications Mechanic I	27.77
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	31.63
23960 - Welder Combination Maintenance	19.51

23965 - Well Driller	23.05
23970 - Woodcraft Worker	23.05
23980 - Woodworker	18.18
24000 - Personal Needs Occupations	
24550 - Case Manager	13.84
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	11.38
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	13.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.10
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	26.10
25190 - Ventilation Equipment Tender	19.24
25210 - Water Treatment Plant Operator	19.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.97
27007 - Baggage Inspector	13.96
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.77
27030 - Detection Dog Handler	15.62
27040 - Detention Officer	19.97
27070 - Firefighter	20.57
27101 - Guard I	13.96
27102 - Guard II	15.62
27131 - Police Officer I	20.41
27132 - Police Officer II	22.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Worker	9.22
28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.89
29020 - Hatch Tender	20.89
29030 - Line Handler	20.89
29041 - Stevedore I	19.92
29042 - Stevedore II	21.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		15.97
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.14
30030 - Cartographic Technician		22.14
30040 - Civil Engineering Technician		22.14
30051 - Cryogenic Technician I		24.52
30052 - Cryogenic Technician II		27.08
30061 - Drafter/CAD Operator I		15.97
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52
30081 - Engineering Technician I		15.54
30082 - Engineering Technician II		17.45
30083 - Engineering Technician III		19.52
30084 - Engineering Technician IV		24.18
30085 - Engineering Technician V		29.58
30086 - Engineering Technician VI		35.78
30090 - Environmental Technician		22.14
30095 - Evidence Control Specialist		22.14
30210 - Laboratory Technician		23.24
30221 - Latent Fingerprint Technician I		31.71
30222 - Latent Fingerprint Technician II		35.04
30240 - Mathematical Technician		22.14
30361 - Paralegal/Legal Assistant I		19.45
30362 - Paralegal/Legal Assistant II		24.09
30363 - Paralegal/Legal Assistant III		29.47
30364 - Paralegal/Legal Assistant IV		35.65
30375 - Petroleum Supply Specialist		27.08
30390 - Photo-Optics Technician		22.14
30395 - Radiation Control Technician		27.08
30461 - Technical Writer I		22.14
30462 - Technical Writer II		27.08
30463 - Technical Writer III		32.77
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		24.52
30502 - Weather Forecaster II		29.83
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	19.93
30621 - Weather Observer Senior	(see 2)	22.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.53
31030 - Bus Driver		19.56
31043 - Driver Courier		15.51
31260 - Parking and Lot Attendant		11.23
31290 - Shuttle Bus Driver		16.60

31310 - Taxi Driver	14.72
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	17.77
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	10.14
99095 - Embalmer	27.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.08
99252 - Laboratory Animal Caretaker II	12.98
99260 - Marketing Analyst	26.96
99310 - Mortician	27.48
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.76
99730 - Refuse Collector	14.57
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4316
Revision No.: 14
Date Of Last Revision: 05/22/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Botetourt Craig Franklin Roanoke Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.98
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		26.70
01035 - Court Reporter		17.75
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.19
01043 - Customer Service Representative III		15.48
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.56
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		15.06

01090 - Duplicating Machine Operator 15.06
01111 - General Clerk I 12.63
01112 - General Clerk II 13.77
01113 - General Clerk III 15.46
01120 - Housing Referral Assistant 19.78
01141 - Messenger Courier 13.30
01191 - Order Clerk I 12.94
01192 - Order Clerk II 14.12
01261 - Personnel Assistant (Employment) I 16.29
01262 - Personnel Assistant (Employment) II 18.23
01263 - Personnel Assistant (Employment) III 20.32
01270 - Production Control Clerk 21.76
01290 - Rental Clerk 13.96
01300 - Scheduler Maintenance 15.86
01311 - Secretary I 15.86
01312 - Secretary II 17.75
01313 - Secretary III 19.78
01320 - Service Order Dispatcher 18.04
01410 - Supply Technician 26.70
01420 - Survey Worker 14.96
01460 - Switchboard Operator/Receptionist 13.11
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.13
01612 - Word Processor II 15.86
01613 - Word Processor III 17.75
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.11
05010 - Automotive Electrician 18.48
05040 - Automotive Glass Installer 17.46
05070 - Automotive Worker 17.46
05110 - Mobile Equipment Servicer 15.48
05130 - Motor Equipment Metal Mechanic 19.40
05160 - Motor Equipment Metal Worker 17.46
05190 - Motor Vehicle Mechanic 19.40
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.48
05280 - Motor Vehicle Wrecker 17.46
05310 - Painter Automotive 18.48
05340 - Radiator Repair Specialist 17.46
05370 - Tire Repairer 13.33
05400 - Transmission Repair Specialist 19.40
07000 - Food Preparation And Service Occupations
07010 - Baker 13.09
07041 - Cook I 12.03
07042 - Cook II 13.67
07070 - Dishwasher 10.06
07130 - Food Service Worker 9.35
07210 - Meat Cutter 17.07

07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.25
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	11.48
11090 - Gardener	15.33
11122 - Housekeeping Aide	11.97
11150 - Janitor	11.97
11210 - Laborer Grounds Maintenance	12.18
11240 - Maid or Houseman	10.27
11260 - Pruner	11.09
11270 - Tractor Operator	14.27
11330 - Trail Maintenance Worker	12.18
11360 - Window Cleaner	13.15
12000 - Health Occupations	
12010 - Ambulance Driver	18.39
12011 - Breath Alcohol Technician	19.21
12012 - Certified Occupational Therapist Assistant	34.20
12015 - Certified Physical Therapist Assistant	32.16
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	36.79
12030 - EKG Technician	28.76
12035 - Electroneurodiagnostic Technologist	28.76
12040 - Emergency Medical Technician	18.39
12071 - Licensed Practical Nurse I	17.16
12072 - Licensed Practical Nurse II	19.21
12073 - Licensed Practical Nurse III	21.41
12100 - Medical Assistant	14.81
12130 - Medical Laboratory Technician	18.54
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	15.88
12210 - Nuclear Medicine Technologist	40.40
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	21.90
12236 - Optical Technician	17.16
12250 - Pharmacy Technician	15.47
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	27.22
12311 - Registered Nurse I	22.81
12312 - Registered Nurse II	27.92

12313 - Registered Nurse II Specialist		27.92
12314 - Registered Nurse III		33.77
12315 - Registered Nurse III Anesthetist		33.77
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		23.79
12320 - Substance Abuse Treatment Counselor		21.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.86
13012 - Exhibits Specialist II		23.36
13013 - Exhibits Specialist III		28.57
13041 - Illustrator I		18.86
13042 - Illustrator II		23.36
13043 - Illustrator III		28.57
13047 - Librarian		25.87
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		23.36
13058 - Library Technician		16.45
13061 - Media Specialist I		16.85
13062 - Media Specialist II		18.86
13063 - Media Specialist III		21.03
13071 - Photographer I		16.85
13072 - Photographer II		18.86
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.57
13090 - Technical Order Library Clerk		16.79
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	24.71
14072 - Computer Programmer II	(see 1)	27.06
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		27.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.21
15030 - Air Crew Training Devices Instructor (Pilot)		42.20
15050 - Computer Based Training Specialist / Instructor		28.80
15060 - Educational Technologist		30.42

15070 - Flight Instructor (Pilot) 42.20
15080 - Graphic Artist 21.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.20
15086 - Maintenance Test Pilot Rotary Wing 42.20
15088 - Non-Maintenance Test/Co-Pilot 42.20
15090 - Technical Instructor 21.79
15095 - Technical Instructor/Course Developer 26.66
15110 - Test Proctor 17.59
15120 - Tutor 17.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.09
19040 - Tool And Die Maker 25.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.55
21030 - Material Coordinator 21.76
21040 - Material Expediter 21.76
21050 - Material Handling Laborer 13.44
21071 - Order Filler 12.85
21080 - Production Line Worker (Food Processing) 15.55
21110 - Shipping Packer 15.35
21130 - Shipping/Receiving Clerk 15.35
21140 - Store Worker I 12.57
21150 - Stock Clerk 16.50
21210 - Tools And Parts Attendant 15.55
21410 - Warehouse Specialist 15.55
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.16
23019 - Aircraft Logs and Records Technician 19.53
23021 - Aircraft Mechanic I 23.05
23022 - Aircraft Mechanic II 24.16
23023 - Aircraft Mechanic III 25.26
23040 - Aircraft Mechanic Helper 17.06
23050 - Aircraft Painter 21.97
23060 - Aircraft Servicer 19.53
23070 - Aircraft Survival Flight Equipment Technician 21.97
23080 - Aircraft Worker 20.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.75

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.05
23110 - Appliance Mechanic 21.97
23120 - Bicycle Repairer 18.05
23125 - Cable Splicer 33.32
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 16.73
23160 - Electrician Maintenance 22.79
23181 - Electronics Technician Maintenance I 21.81
23182 - Electronics Technician Maintenance II 23.08
23183 - Electronics Technician Maintenance III 24.22
23260 - Fabric Worker 19.45
23290 - Fire Alarm System Mechanic 22.20
23310 - Fire Extinguisher Repairer 18.25
23311 - Fuel Distribution System Mechanic 25.72
23312 - Fuel Distribution System Operator 20.61
23370 - General Maintenance Worker 17.90
23380 - Ground Support Equipment Mechanic 23.05
23381 - Ground Support Equipment Servicer 19.53
23382 - Ground Support Equipment Worker 20.75
23391 - Gunsmith I 18.25
23392 - Gunsmith II 20.75
23393 - Gunsmith III 23.05
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.64
23430 - Heavy Equipment Mechanic 23.71
23440 - Heavy Equipment Operator 17.88
23460 - Instrument Mechanic 23.05
23465 - Laboratory/Shelter Mechanic 21.97
23470 - Laborer 13.44
23510 - Locksmith 21.97
23530 - Machinery Maintenance Mechanic 23.47
23550 - Machinist Maintenance 21.80
23580 - Maintenance Trades Helper 14.02
23591 - Metrology Technician I 23.05
23592 - Metrology Technician II 24.16
23593 - Metrology Technician III 25.26
23640 - Millwright 23.87
23710 - Office Appliance Repairer 17.54
23760 - Painter Maintenance 17.07
23790 - Pipefitter Maintenance 20.50
23810 - Plumber Maintenance 19.53
23820 - Pneudraulic Systems Mechanic 23.05
23850 - Rigger 23.05
23870 - Scale Mechanic 20.75
23890 - Sheet-Metal Worker Maintenance 18.56
23910 - Small Engine Mechanic 20.75
23931 - Telecommunications Mechanic I 27.77

23932 - Telecommunications Mechanic II 29.10
23950 - Telephone Lineman 31.63
23960 - Welder Combination Maintenance 19.51
23965 - Well Driller 23.05
23970 - Woodcraft Worker 23.05
23980 - Woodworker 18.18
24000 - Personal Needs Occupations
24550 - Case Manager 13.84
24570 - Child Care Attendant 10.10
24580 - Child Care Center Clerk 11.38
24610 - Chore Aide 9.96
24620 - Family Readiness And Support Services Coordinator 13.84
24630 - Homemaker 13.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.10
25040 - Sewage Plant Operator 19.67
25070 - Stationary Engineer 26.10
25190 - Ventilation Equipment Tender 19.24
25210 - Water Treatment Plant Operator 19.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.97
27007 - Baggage Inspector 13.96
27008 - Corrections Officer 19.97
27010 - Court Security Officer 19.77
27030 - Detection Dog Handler 15.62
27040 - Detention Officer 19.97
27070 - Firefighter 20.57
27101 - Guard I 13.96
27102 - Guard II 15.62
27131 - Police Officer I 20.41
27132 - Police Officer II 22.68
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.87
28042 - Carnival Equipment Repairer 12.75
28043 - Carnival Worker 9.22
28210 - Gate Attendant/Gate Tender 14.08
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 15.76
28510 - Recreation Aide/Health Facility Attendant 11.50
28515 - Recreation Specialist 19.52
28630 - Sports Official 12.55
28690 - Swimming Pool Operator 17.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 20.89
29020 - Hatch Tender 20.89
29030 - Line Handler 20.89
29041 - Stevedore I 19.92
29042 - Stevedore II 21.97
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.97
30022 - Archeological Technician II 17.87
30023 - Archeological Technician III 22.14
30030 - Cartographic Technician 22.14
30040 - Civil Engineering Technician 22.14
30051 - Cryogenic Technician I 24.52
30052 - Cryogenic Technician II 27.08
30061 - Drafter/CAD Operator I 15.97
30062 - Drafter/CAD Operator II 17.87
30063 - Drafter/CAD Operator III 19.93
30064 - Drafter/CAD Operator IV 24.52
30081 - Engineering Technician I 15.54
30082 - Engineering Technician II 17.45
30083 - Engineering Technician III 19.52
30084 - Engineering Technician IV 24.18
30085 - Engineering Technician V 29.58
30086 - Engineering Technician VI 35.78
30090 - Environmental Technician 22.14
30095 - Evidence Control Specialist 22.14
30210 - Laboratory Technician 23.24
30221 - Latent Fingerprint Technician I 31.71
30222 - Latent Fingerprint Technician II 35.04
30240 - Mathematical Technician 22.14
30361 - Paralegal/Legal Assistant I 19.45
30362 - Paralegal/Legal Assistant II 24.09
30363 - Paralegal/Legal Assistant III 29.47
30364 - Paralegal/Legal Assistant IV 35.65
30375 - Petroleum Supply Specialist 27.08
30390 - Photo-Optics Technician 22.14
30395 - Radiation Control Technician 27.08
30461 - Technical Writer I 22.14
30462 - Technical Writer II 27.08
30463 - Technical Writer III 32.77
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 24.52
30502 - Weather Forecaster II 29.83
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.93
30621 - Weather Observer Senior (see 2) 22.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.53
31030 - Bus Driver 19.56

31043 - Driver Courier	15.51
31260 - Parking and Lot Attendant	11.23
31290 - Shuttle Bus Driver	16.60
31310 - Taxi Driver	14.72
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	17.77
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.43
99050 - Desk Clerk	10.14
99095 - Embalmer	27.48
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.08
99252 - Laboratory Animal Caretaker II	12.98
99260 - Marketing Analyst	26.96
99310 - Mortician	27.48
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.00
99711 - Recycling Specialist	18.76
99730 - Refuse Collector	14.57
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	21.72
99842 - Vending Machine Repairer Helper	17.79

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4317
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Buchanan Dickenson Galax Grayson Lee Norton Russell Smyth Tazewell Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		23.12
01035 - Court Reporter		16.64
01041 - Customer Service Representative I		12.50
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.32
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		17.46
01070 - Document Preparation Clerk		13.25
01090 - Duplicating Machine Operator		13.25
01111 - General Clerk I		13.18

01112 - General Clerk II 14.38
01113 - General Clerk III 16.16
01120 - Housing Referral Assistant 18.55
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.50
01192 - Order Clerk II 14.74
01261 - Personnel Assistant (Employment) I 16.07
01262 - Personnel Assistant (Employment) II 17.99
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 13.81
01300 - Scheduler Maintenance 14.88
01311 - Secretary I 14.88
01312 - Secretary II 16.64
01313 - Secretary III 18.55
01320 - Service Order Dispatcher 15.02
01410 - Supply Technician 23.12
01420 - Survey Worker 13.48
01460 - Switchboard Operator/Receptionist 11.37
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.25
01612 - Word Processor II 14.88
01613 - Word Processor III 16.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.70
05010 - Automotive Electrician 15.20
05040 - Automotive Glass Installer 14.39
05070 - Automotive Worker 14.39
05110 - Mobile Equipment Servicer 13.10
05130 - Motor Equipment Metal Mechanic 15.95
05160 - Motor Equipment Metal Worker 14.39
05190 - Motor Vehicle Mechanic 15.95
05220 - Motor Vehicle Mechanic Helper 12.36
05250 - Motor Vehicle Upholstery Worker 13.66
05280 - Motor Vehicle Wrecker 14.32
05310 - Painter Automotive 15.20
05340 - Radiator Repair Specialist 14.32
05370 - Tire Repairer 13.00
05400 - Transmission Repair Specialist 15.95
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 10.63
07042 - Cook II 12.15
07070 - Dishwasher 10.04
07130 - Food Service Worker 9.42
07210 - Meat Cutter 18.11
07260 - Waiter/Waitress 10.91
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.48
09040 - Furniture Handler 10.63
09080 - Furniture Refinisher 14.70
09090 - Furniture Refinisher Helper 12.00
09110 - Furniture Repairer Minor 13.35
09130 - Upholsterer 16.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 11.56
11090 - Gardener 14.43
11122 - Housekeeping Aide 10.84
11150 - Janitor 10.84
11210 - Laborer Grounds Maintenance 11.46
11240 - Maid or Houseman 9.71
11260 - Pruner 10.41
11270 - Tractor Operator 13.40
11330 - Trail Maintenance Worker 11.46
11360 - Window Cleaner 11.93
12000 - Health Occupations
12010 - Ambulance Driver 15.51
12011 - Breath Alcohol Technician 18.60
12012 - Certified Occupational Therapist Assistant 32.45
12015 - Certified Physical Therapist Assistant 29.84
12020 - Dental Assistant 15.94
12025 - Dental Hygienist 31.82
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 15.51
12071 - Licensed Practical Nurse I 16.62
12072 - Licensed Practical Nurse II 18.60
12073 - Licensed Practical Nurse III 20.73
12100 - Medical Assistant 13.87
12130 - Medical Laboratory Technician 23.40
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.85
12195 - Medical Transcriptionist 16.82
12210 - Nuclear Medicine Technologist 40.19
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 20.47
12236 - Optical Technician 16.62
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 21.98
12311 - Registered Nurse I 21.53
12312 - Registered Nurse II 26.34
12313 - Registered Nurse II Specialist 26.34
12314 - Registered Nurse III 31.87

12315 - Registered Nurse III Anesthetist		31.87
12316 - Registered Nurse IV		38.20
12317 - Scheduler (Drug and Alcohol Testing)		23.04
12320 - Substance Abuse Treatment Counselor		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.07
13012 - Exhibits Specialist II		21.14
13013 - Exhibits Specialist III		25.86
13041 - Illustrator I		17.07
13042 - Illustrator II		21.14
13043 - Illustrator III		25.86
13047 - Librarian		23.42
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		21.14
13058 - Library Technician		14.92
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.07
13063 - Media Specialist III		19.02
13071 - Photographer I		15.26
13072 - Photographer II		17.07
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.29
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		15.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.24
14042 - Computer Operator II		18.17
14043 - Computer Operator III		20.27
14044 - Computer Operator IV		22.52
14045 - Computer Operator V		24.95
14071 - Computer Programmer I	(see 1)	20.01
14072 - Computer Programmer II	(see 1)	24.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.24
14160 - Personal Computer Support Technician		22.52
14170 - System Support Specialist		27.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.84
15020 - Aircrew Training Devices Instructor (Rated)		37.32
15030 - Air Crew Training Devices Instructor (Pilot)		44.72
15050 - Computer Based Training Specialist / Instructor		30.84
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		44.72
15080 - Graphic Artist		23.93

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.72
15086 - Maintenance Test Pilot Rotary Wing 44.72
15088 - Non-Maintenance Test/Co-Pilot 44.72
15090 - Technical Instructor 19.57
15095 - Technical Instructor/Course Developer 23.93
15110 - Test Proctor 15.80
15120 - Tutor 15.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.63
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.45
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 13.70
21071 - Order Filler 12.53
21080 - Production Line Worker (Food Processing) 15.45
21110 - Shipping Packer 16.40
21130 - Shipping/Receiving Clerk 16.40
21140 - Store Worker I 13.04
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 15.45
21410 - Warehouse Specialist 15.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.63
23019 - Aircraft Logs and Records Technician 17.37
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.63
23023 - Aircraft Mechanic III 22.59
23040 - Aircraft Mechanic Helper 15.31
23050 - Aircraft Painter 19.63
23060 - Aircraft Servicer 17.37
23070 - Aircraft Survival Flight Equipment Technician 19.63
23080 - Aircraft Worker 18.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.59

23110 - Appliance Mechanic 19.63
23120 - Bicycle Repairer 16.20
23125 - Cable Splicer 31.37
23130 - Carpenter Maintenance 17.40
23140 - Carpet Layer 18.49
23160 - Electrician Maintenance 24.99
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 17.37
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 20.59
23312 - Fuel Distribution System Operator 16.20
23370 - General Maintenance Worker 16.98
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 17.37
23382 - Ground Support Equipment Worker 18.49
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.49
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.68
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 19.49
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.63
23470 - Laborer 13.70
23510 - Locksmith 19.63
23530 - Machinery Maintenance Mechanic 20.49
23550 - Machinist Maintenance 17.78
23580 - Maintenance Trades Helper 12.96
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.63
23593 - Metrology Technician III 22.59
23640 - Millwright 22.78
23710 - Office Appliance Repairer 16.27
23760 - Painter Maintenance 17.33
23790 - Pipefitter Maintenance 20.89
23810 - Plumber Maintenance 19.91
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.49
23890 - Sheet-Metal Worker Maintenance 16.16
23910 - Small Engine Mechanic 18.49
23931 - Telecommunications Mechanic I 27.51
23932 - Telecommunications Mechanic II 28.90
23950 - Telephone Lineman 25.67

23960 - Welder Combination Maintenance		18.57
23965 - Well Driller		22.51
23970 - Woodcraft Worker		20.59
23980 - Woodworker		16.20
24000 - Personal Needs Occupations		
24550 - Case Manager		13.46
24570 - Child Care Attendant		10.86
24580 - Child Care Center Clerk		13.54
24610 - Chore Aide		9.70
24620 - Family Readiness And Support Services Coordinator		13.46
24630 - Homemaker		13.46
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		20.52
25040 - Sewage Plant Operator		18.38
25070 - Stationary Engineer		20.52
25190 - Ventilation Equipment Tender		14.91
25210 - Water Treatment Plant Operator		18.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.99
27007 - Baggage Inspector		13.39
27008 - Corrections Officer		18.73
27010 - Court Security Officer		17.29
27030 - Detection Dog Handler		14.97
27040 - Detention Officer		18.73
27070 - Firefighter		18.94
27101 - Guard I		13.39
27102 - Guard II		14.97
27131 - Police Officer I		20.63
27132 - Police Officer II		22.92
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.16
28042 - Carnival Equipment Repairer		14.14
28043 - Carnival Worker		10.16
28210 - Gate Attendant/Gate Tender		15.62
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		17.48
28510 - Recreation Aide/Health Facility Attendant		12.76
28515 - Recreation Specialist		21.65
28630 - Sports Official		13.92
28690 - Swimming Pool Operator		17.37
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.49
29020 - Hatch Tender		18.49
29030 - Line Handler		18.49
29041 - Stevedore I		17.37
29042 - Stevedore II		19.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.59
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 22.33
30051 - Cryogenic Technician I 27.31
30052 - Cryogenic Technician II 30.15
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 21.10
30063 - Drafter/CAD Operator III 23.79
30064 - Drafter/CAD Operator IV 27.31
30081 - Engineering Technician I 14.98
30082 - Engineering Technician II 16.81
30083 - Engineering Technician III 18.80
30084 - Engineering Technician IV 23.30
30085 - Engineering Technician V 28.50
30086 - Engineering Technician VI 34.48
30090 - Environmental Technician 24.65
30095 - Evidence Control Specialist 23.30
30210 - Laboratory Technician 22.89
30221 - Latent Fingerprint Technician I 27.31
30222 - Latent Fingerprint Technician II 30.15
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 18.80
30362 - Paralegal/Legal Assistant II 22.83
30363 - Paralegal/Legal Assistant III 27.93
30364 - Paralegal/Legal Assistant IV 33.80
30375 - Petroleum Supply Specialist 28.50
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 28.50
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.87
30463 - Technical Writer III 34.48
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.79
30621 - Weather Observer Senior (see 2) 24.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 11.87
31030 - Bus Driver 17.23
31043 - Driver Courier 13.60
31260 - Parking and Lot Attendant 11.15

31290 - Shuttle Bus Driver	14.96
31310 - Taxi Driver	14.74
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.26
31363 - Truckdriver Heavy	18.42
31364 - Truckdriver Tractor-Trailer	18.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	10.06
99095 - Embalmer	29.17
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.32
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.85
99310 - Mortician	29.87
99410 - Pest Controller	14.98
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	13.30
99711 - Recycling Specialist	15.80
99730 - Refuse Collector	12.09
99810 - Sales Clerk	12.23
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	23.24
99842 - Vending Machine Repairer Helper	18.86

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4318
Revision No.: 14
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Buchanan Dickenson Galax Grayson Lee Norton Russell Smyth Tazewell Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.36
01012 - Accounting Clerk II		15.00
01013 - Accounting Clerk III		16.79
01020 - Administrative Assistant		21.92
01035 - Court Reporter		16.28
01041 - Customer Service Representative I		11.36
01042 - Customer Service Representative II		12.77
01043 - Customer Service Representative III		13.93
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		15.87

01070 - Document Preparation Clerk 12.64
01090 - Duplicating Machine Operator 12.64
01111 - General Clerk I 12.47
01112 - General Clerk II 13.60
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 17.70
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.50
01192 - Order Clerk II 14.74
01261 - Personnel Assistant (Employment) I 14.61
01262 - Personnel Assistant (Employment) II 16.35
01263 - Personnel Assistant (Employment) III 18.23
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 12.55
01300 - Scheduler Maintenance 14.19
01311 - Secretary I 14.19
01312 - Secretary II 15.88
01313 - Secretary III 17.70
01320 - Service Order Dispatcher 13.65
01410 - Supply Technician 21.92
01420 - Survey Worker 13.00
01460 - Switchboard Operator/Receptionist 11.37
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 12.64
01612 - Word Processor II 14.19
01613 - Word Processor III 15.88
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.07
05010 - Automotive Electrician 15.05
05040 - Automotive Glass Installer 14.39
05070 - Automotive Worker 14.39
05110 - Mobile Equipment Servicer 13.10
05130 - Motor Equipment Metal Mechanic 15.75
05160 - Motor Equipment Metal Worker 14.39
05190 - Motor Vehicle Mechanic 15.75
05220 - Motor Vehicle Mechanic Helper 12.36
05250 - Motor Vehicle Upholstery Worker 13.66
05280 - Motor Vehicle Wrecker 14.32
05310 - Painter Automotive 14.96
05340 - Radiator Repair Specialist 14.32
05370 - Tire Repairer 11.82
05400 - Transmission Repair Specialist 15.75
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 10.21
07042 - Cook II 11.65
07070 - Dishwasher 9.21
07130 - Food Service Worker 9.17

07210 - Meat Cutter	16.79
07260 - Waiter/Waitress	9.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.17
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer Minor	13.35
09130 - Upholsterer	16.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	11.48
11090 - Gardener	14.43
11122 - Housekeeping Aide	10.57
11150 - Janitor	10.57
11210 - Laborer Grounds Maintenance	11.46
11240 - Maid or Houseman	9.44
11260 - Pruner	10.41
11270 - Tractor Operator	13.40
11330 - Trail Maintenance Worker	11.46
11360 - Window Cleaner	11.63
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	32.45
12015 - Certified Physical Therapist Assistant	28.89
12020 - Dental Assistant	15.94
12025 - Dental Hygienist	31.82
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.60
12073 - Licensed Practical Nurse III	20.73
12100 - Medical Assistant	13.87
12130 - Medical Laboratory Technician	21.27
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.85
12195 - Medical Transcriptionist	16.82
12210 - Nuclear Medicine Technologist	40.19
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	20.47
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	21.98
12311 - Registered Nurse I	21.53

12312 - Registered Nurse II		26.34
12313 - Registered Nurse II Specialist		26.34
12314 - Registered Nurse III		31.87
12315 - Registered Nurse III Anesthetist		31.87
12316 - Registered Nurse IV		38.20
12317 - Scheduler (Drug and Alcohol Testing)		23.04
12320 - Substance Abuse Treatment Counselor		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.07
13012 - Exhibits Specialist II		21.14
13013 - Exhibits Specialist III		25.86
13041 - Illustrator I		17.07
13042 - Illustrator II		21.14
13043 - Illustrator III		25.86
13047 - Librarian		23.42
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		21.14
13058 - Library Technician		14.92
13061 - Media Specialist I		15.26
13062 - Media Specialist II		17.07
13063 - Media Specialist III		19.02
13071 - Photographer I		15.26
13072 - Photographer II		17.07
13073 - Photographer III		21.14
13074 - Photographer IV		25.86
13075 - Photographer V		31.29
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		15.26
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.68
14071 - Computer Programmer I	(see 1)	19.74
14072 - Computer Programmer II	(see 1)	24.45
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
14170 - System Support Specialist		25.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		42.57
15050 - Computer Based Training Specialist / Instructor		29.36

15060 - Educational Technologist 29.95
15070 - Flight Instructor (Pilot) 42.57
15080 - Graphic Artist 23.93
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.57
15086 - Maintenance Test Pilot Rotary Wing 42.57
15088 - Non-Maintenance Test/Co-Pilot 42.57
15090 - Technical Instructor 19.57
15095 - Technical Instructor/Course Developer 23.93
15110 - Test Proctor 15.80
15120 - Tutor 15.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.63
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.45
21030 - Material Coordinator 21.13
21040 - Material Expediter 21.13
21050 - Material Handling Laborer 13.41
21071 - Order Filler 12.53
21080 - Production Line Worker (Food Processing) 15.45
21110 - Shipping Packer 16.40
21130 - Shipping/Receiving Clerk 16.40
21140 - Store Worker I 12.78
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 15.45
21410 - Warehouse Specialist 15.45
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.63
23019 - Aircraft Logs and Records Technician 17.37
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.63
23023 - Aircraft Mechanic III 22.59
23040 - Aircraft Mechanic Helper 15.31
23050 - Aircraft Painter 19.63
23060 - Aircraft Servicer 17.37
23070 - Aircraft Survival Flight Equipment Technician 19.63
23080 - Aircraft Worker 18.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 18.49

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 20.59
II
23110 - Appliance Mechanic 19.63
23120 - Bicycle Repairer 16.20
23125 - Cable Splicer 31.37
23130 - Carpenter Maintenance 16.51
23140 - Carpet Layer 18.49
23160 - Electrician Maintenance 23.51
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 17.37
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 20.59
23312 - Fuel Distribution System Operator 16.20
23370 - General Maintenance Worker 16.98
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 17.37
23382 - Ground Support Equipment Worker 18.49
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.49
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 18.68
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 18.27
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.63
23470 - Laborer 13.41
23510 - Locksmith 19.63
23530 - Machinery Maintenance Mechanic 20.49
23550 - Machinist Maintenance 17.78
23580 - Maintenance Trades Helper 12.00
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.63
23593 - Metrology Technician III 22.59
23640 - Millwright 22.78
23710 - Office Appliance Repairer 16.27
23760 - Painter Maintenance 17.33
23790 - Pipefitter Maintenance 20.56
23810 - Plumber Maintenance 19.62
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.49
23890 - Sheet-Metal Worker Maintenance 15.64
23910 - Small Engine Mechanic 18.49

23931 - Telecommunications Mechanic I	26.89
23932 - Telecommunications Mechanic II	28.25
23950 - Telephone Lineman	25.67
23960 - Welder Combination Maintenance	18.57
23965 - Well Driller	22.28
23970 - Woodcraft Worker	20.59
23980 - Woodworker	16.20
24000 - Personal Needs Occupations	
24550 - Case Manager	13.46
24570 - Child Care Attendant	10.41
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.37
25040 - Sewage Plant Operator	18.38
25070 - Stationary Engineer	20.37
25190 - Ventilation Equipment Tender	14.91
25210 - Water Treatment Plant Operator	18.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.64
27007 - Baggage Inspector	13.32
27008 - Corrections Officer	17.26
27010 - Court Security Officer	16.51
27030 - Detection Dog Handler	14.91
27040 - Detention Officer	17.26
27070 - Firefighter	18.94
27101 - Guard I	13.32
27102 - Guard II	14.91
27131 - Police Officer I	20.63
27132 - Police Officer II	22.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.16
28042 - Carnival Equipment Repairer	14.14
28043 - Carnival Worker	10.16
28210 - Gate Attendant/Gate Tender	14.20
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.89
28510 - Recreation Aide/Health Facility Attendant	11.60
28515 - Recreation Specialist	19.68
28630 - Sports Official	12.65
28690 - Swimming Pool Operator	17.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.49
29020 - Hatch Tender	18.49
29030 - Line Handler	18.49
29041 - Stevedore I	17.37
29042 - Stevedore II	19.63

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.48
30022 - Archeological Technician II		21.10
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.33
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.15
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.79
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.81
30083 - Engineering Technician III		18.80
30084 - Engineering Technician IV		23.30
30085 - Engineering Technician V		28.50
30086 - Engineering Technician VI		34.48
30090 - Environmental Technician		24.65
30095 - Evidence Control Specialist		23.30
30210 - Laboratory Technician		22.89
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.15
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		18.80
30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30375 - Petroleum Supply Specialist		28.50
30390 - Photo-Optics Technician		25.42
30395 - Radiation Control Technician		28.50
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		34.48
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.31
30502 - Weather Forecaster II		33.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.79
30621 - Weather Observer Senior	(see 2)	24.65

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.87

31030 - Bus Driver	17.23
31043 - Driver Courier	13.60
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	13.40
31361 - Truckdriver Light	13.60
31362 - Truckdriver Medium	14.26
31363 - Truckdriver Heavy	18.34
31364 - Truckdriver Tractor-Trailer	18.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	9.63
99095 - Embalmer	29.17
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.32
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.44
99310 - Mortician	29.87
99410 - Pest Controller	13.62
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.30
99711 - Recycling Specialist	15.80
99730 - Refuse Collector	12.09
99810 - Sales Clerk	11.76
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	13.75
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	18.22
99841 - Vending Machine Repairer	21.27
99842 - Vending Machine Repairer Helper	18.22

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4319
Revision No.: 14
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Bland Carroll Henry Martinsville Patrick Wythe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.50
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		23.12
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		12.50
01042 - Customer Service Representative II		14.00
01043 - Customer Service Representative III		15.32
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.05
01060 - Dispatcher Motor Vehicle		18.18
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38

01113 - General Clerk III 16.16
01120 - Housing Referral Assistant 18.55
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 16.07
01262 - Personnel Assistant (Employment) II 17.99
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 13.81
01300 - Scheduler Maintenance 14.88
01311 - Secretary I 14.88
01312 - Secretary II 16.64
01313 - Secretary III 18.55
01320 - Service Order Dispatcher 16.40
01410 - Supply Technician 23.12
01420 - Survey Worker 13.67
01460 - Switchboard Operator/Receptionist 11.37
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.25
01612 - Word Processor II 14.88
01613 - Word Processor III 16.64
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.70
05010 - Automotive Electrician 16.25
05040 - Automotive Glass Installer 15.64
05070 - Automotive Worker 15.64
05110 - Mobile Equipment Servicer 14.32
05130 - Motor Equipment Metal Mechanic 16.87
05160 - Motor Equipment Metal Worker 15.64
05190 - Motor Vehicle Mechanic 16.31
05220 - Motor Vehicle Mechanic Helper 13.42
05250 - Motor Vehicle Upholstery Worker 14.98
05280 - Motor Vehicle Wrecker 15.64
05310 - Painter Automotive 16.25
05340 - Radiator Repair Specialist 15.64
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 16.87
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 10.63
07042 - Cook II 12.15
07070 - Dishwasher 10.04
07130 - Food Service Worker 9.42
07210 - Meat Cutter 18.11
07260 - Waiter/Waitress 10.91
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.48

09040 - Furniture Handler 10.49
09080 - Furniture Refinisher 16.50
09090 - Furniture Refinisher Helper 12.20
09110 - Furniture Repairer Minor 14.55
09130 - Upholsterer 16.50
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.56
11060 - Elevator Operator 11.56
11090 - Gardener 14.43
11122 - Housekeeping Aide 10.84
11150 - Janitor 10.84
11210 - Laborer Grounds Maintenance 11.46
11240 - Maid or Houseman 9.71
11260 - Pruner 10.41
11270 - Tractor Operator 13.59
11330 - Trail Maintenance Worker 11.46
11360 - Window Cleaner 11.93
12000 - Health Occupations
12010 - Ambulance Driver 15.93
12011 - Breath Alcohol Technician 18.60
12012 - Certified Occupational Therapist Assistant 33.35
12015 - Certified Physical Therapist Assistant 30.42
12020 - Dental Assistant 16.02
12025 - Dental Hygienist 36.25
12030 - EKG Technician 27.21
12035 - Electroneurodiagnostic Technologist 27.21
12040 - Emergency Medical Technician 15.93
12071 - Licensed Practical Nurse I 16.62
12072 - Licensed Practical Nurse II 18.60
12073 - Licensed Practical Nurse III 20.73
12100 - Medical Assistant 13.87
12130 - Medical Laboratory Technician 25.28
12160 - Medical Record Clerk 14.50
12190 - Medical Record Technician 17.85
12195 - Medical Transcriptionist 16.19
12210 - Nuclear Medicine Technologist 40.82
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 20.47
12236 - Optical Technician 16.62
12250 - Pharmacy Technician 13.37
12280 - Phlebotomist 16.02
12305 - Radiologic Technologist 24.79
12311 - Registered Nurse I 21.53
12312 - Registered Nurse II 26.34
12313 - Registered Nurse II Specialist 26.34
12314 - Registered Nurse III 31.87
12315 - Registered Nurse III Anesthetist 31.87

12316 - Registered Nurse IV		38.20
12317 - Scheduler (Drug and Alcohol Testing)		23.04
12320 - Substance Abuse Treatment Counselor		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.07
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		25.95
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.52
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		15.26
13072 - Photographer II		17.07
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.46
14044 - Computer Operator IV		22.76
14045 - Computer Operator V		25.18
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	24.79
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.19
14160 - Personal Computer Support Technician		22.76
14170 - System Support Specialist		27.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.84
15020 - Aircrew Training Devices Instructor (Rated)		37.32
15030 - Air Crew Training Devices Instructor (Pilot)		44.72
15050 - Computer Based Training Specialist / Instructor		30.84
15060 - Educational Technologist		28.18
15070 - Flight Instructor (Pilot)		44.72
15080 - Graphic Artist		23.98
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.72

15086 - Maintenance Test Pilot Rotary Wing 44.72
15088 - Non-Maintenance Test/Co-Pilot 44.72
15090 - Technical Instructor 19.60
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.83
15120 - Tutor 15.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.63
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.44
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 13.70
21071 - Order Filler 12.10
21080 - Production Line Worker (Food Processing) 15.44
21110 - Shipping Packer 16.40
21130 - Shipping/Receiving Clerk 16.40
21140 - Store Worker I 13.04
21150 - Stock Clerk 17.33
21210 - Tools And Parts Attendant 15.44
21410 - Warehouse Specialist 15.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.63
23019 - Aircraft Logs and Records Technician 17.37
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.63
23023 - Aircraft Mechanic III 22.59
23040 - Aircraft Mechanic Helper 15.03
23050 - Aircraft Painter 19.63
23060 - Aircraft Servicer 17.37
23070 - Aircraft Survival Flight Equipment Technician 19.63
23080 - Aircraft Worker 18.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.59
23110 - Appliance Mechanic 19.63

23120 - Bicycle Repairer 16.20
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 18.49
23160 - Electrician Maintenance 24.99
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 17.37
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 20.59
23312 - Fuel Distribution System Operator 16.20
23370 - General Maintenance Worker 16.98
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 17.37
23382 - Ground Support Equipment Worker 18.49
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.49
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.09
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 19.49
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.63
23470 - Laborer 13.70
23510 - Locksmith 19.63
23530 - Machinery Maintenance Mechanic 22.63
23550 - Machinist Maintenance 19.03
23580 - Maintenance Trades Helper 12.96
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.63
23593 - Metrology Technician III 22.59
23640 - Millwright 20.59
23710 - Office Appliance Repairer 16.56
23760 - Painter Maintenance 19.41
23790 - Pipefitter Maintenance 20.89
23810 - Plumber Maintenance 19.91
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.49
23890 - Sheet-Metal Worker Maintenance 16.87
23910 - Small Engine Mechanic 18.49
23931 - Telecommunications Mechanic I 27.51
23932 - Telecommunications Mechanic II 28.90
23950 - Telephone Lineman 27.99
23960 - Welder Combination Maintenance 18.48

23965 - Well Driller		22.51
23970 - Woodcraft Worker		20.59
23980 - Woodworker		16.20
24000 - Personal Needs Occupations		
24550 - Case Manager		13.20
24570 - Child Care Attendant		11.11
24580 - Child Care Center Clerk		13.54
24610 - Chore Aide		9.70
24620 - Family Readiness And Support Services Coordinator		13.20
24630 - Homemaker		13.99
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.66
25040 - Sewage Plant Operator		19.67
25070 - Stationary Engineer		25.66
25190 - Ventilation Equipment Tender		18.63
25210 - Water Treatment Plant Operator		19.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.99
27007 - Baggage Inspector		13.39
27008 - Corrections Officer		18.73
27010 - Court Security Officer		17.29
27030 - Detection Dog Handler		14.97
27040 - Detention Officer		18.73
27070 - Firefighter		18.95
27101 - Guard I		13.39
27102 - Guard II		14.97
27131 - Police Officer I		20.63
27132 - Police Officer II		22.92
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.16
28042 - Carnival Equipment Repairer		14.07
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		15.62
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		17.48
28510 - Recreation Aide/Health Facility Attendant		12.76
28515 - Recreation Specialist		21.65
28630 - Sports Official		13.92
28690 - Swimming Pool Operator		17.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.99
29020 - Hatch Tender		18.99
29030 - Line Handler		18.99
29041 - Stevedore I		18.11
29042 - Stevedore II		19.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I		15.63
30022 - Archeological Technician II		17.59
30023 - Archeological Technician III		21.73
30030 - Cartographic Technician		21.73
30040 - Civil Engineering Technician		22.07
30051 - Cryogenic Technician I		22.93
30052 - Cryogenic Technician II		25.35
30061 - Drafter/CAD Operator I		14.87
30062 - Drafter/CAD Operator II		16.64
30063 - Drafter/CAD Operator III		18.54
30064 - Drafter/CAD Operator IV		22.93
30081 - Engineering Technician I		13.24
30082 - Engineering Technician II		14.87
30083 - Engineering Technician III		16.64
30084 - Engineering Technician IV		20.60
30085 - Engineering Technician V		25.20
30086 - Engineering Technician VI		30.49
30090 - Environmental Technician		20.60
30095 - Evidence Control Specialist		20.60
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		22.93
30222 - Latent Fingerprint Technician II		25.35
30240 - Mathematical Technician		20.70
30361 - Paralegal/Legal Assistant I		16.34
30362 - Paralegal/Legal Assistant II		20.24
30363 - Paralegal/Legal Assistant III		24.76
30364 - Paralegal/Legal Assistant IV		29.95
30375 - Petroleum Supply Specialist		25.20
30390 - Photo-Optics Technician		20.65
30395 - Radiation Control Technician		25.20
30461 - Technical Writer I		20.60
30462 - Technical Writer II		25.20
30463 - Technical Writer III		30.49
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		22.93
30502 - Weather Forecaster II		27.90
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	18.54
30621 - Weather Observer Senior	(see 2)	20.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.55
31030 - Bus Driver		17.23
31043 - Driver Courier		12.62
31260 - Parking and Lot Attendant		11.15
31290 - Shuttle Bus Driver		14.43

31310 - Taxi Driver	15.13
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	13.73
31363 - Truckdriver Heavy	18.42
31364 - Truckdriver Tractor-Trailer	18.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.51
99050 - Desk Clerk	10.14
99095 - Embalmer	29.87
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.32
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.85
99310 - Mortician	29.87
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.73
99711 - Recycling Specialist	15.80
99730 - Refuse Collector	12.24
99810 - Sales Clerk	12.23
99820 - School Crossing Guard	14.36
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	23.24
99842 - Vending Machine Repairer Helper	18.86

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4320
Revision No.: 13
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Bland Carroll Henry Martinsville Patrick Wythe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.36
01012 - Accounting Clerk II		15.00
01013 - Accounting Clerk III		16.79
01020 - Administrative Assistant		21.92
01035 - Court Reporter		17.26
01041 - Customer Service Representative I		11.36
01042 - Customer Service Representative II		12.77
01043 - Customer Service Representative III		13.93
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.05
01060 - Dispatcher Motor Vehicle		16.53
01070 - Document Preparation Clerk		13.62

01090 - Duplicating Machine Operator 13.62
01111 - General Clerk I 12.47
01112 - General Clerk II 13.60
01113 - General Clerk III 15.27
01120 - Housing Referral Assistant 17.70
01141 - Messenger Courier 11.79
01191 - Order Clerk I 13.43
01192 - Order Clerk II 14.65
01261 - Personnel Assistant (Employment) I 14.61
01262 - Personnel Assistant (Employment) II 16.35
01263 - Personnel Assistant (Employment) III 18.23
01270 - Production Control Clerk 21.13
01290 - Rental Clerk 12.55
01300 - Scheduler Maintenance 14.19
01311 - Secretary I 14.19
01312 - Secretary II 15.88
01313 - Secretary III 17.70
01320 - Service Order Dispatcher 14.91
01410 - Supply Technician 21.92
01420 - Survey Worker 13.67
01460 - Switchboard Operator/Receptionist 11.37
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 12.64
01612 - Word Processor II 14.19
01613 - Word Processor III 15.88
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 17.67
05010 - Automotive Electrician 16.25
05040 - Automotive Glass Installer 15.64
05070 - Automotive Worker 15.64
05110 - Mobile Equipment Servicer 14.32
05130 - Motor Equipment Metal Mechanic 16.87
05160 - Motor Equipment Metal Worker 15.64
05190 - Motor Vehicle Mechanic 16.31
05220 - Motor Vehicle Mechanic Helper 13.42
05250 - Motor Vehicle Upholstery Worker 14.98
05280 - Motor Vehicle Wrecker 15.64
05310 - Painter Automotive 16.25
05340 - Radiator Repair Specialist 15.64
05370 - Tire Repairer 12.58
05400 - Transmission Repair Specialist 16.87
07000 - Food Preparation And Service Occupations
07010 - Baker 14.28
07041 - Cook I 10.45
07042 - Cook II 11.65
07070 - Dishwasher 9.21
07130 - Food Service Worker 9.17
07210 - Meat Cutter 16.86

07260 - Waiter/Waitress	9.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.72
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	12.20
09110 - Furniture Repairer Minor	14.55
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.48
11060 - Elevator Operator	11.48
11090 - Gardener	14.43
11122 - Housekeeping Aide	10.57
11150 - Janitor	10.57
11210 - Laborer Grounds Maintenance	11.46
11240 - Maid or Houseman	9.44
11260 - Pruner	10.41
11270 - Tractor Operator	13.59
11330 - Trail Maintenance Worker	11.46
11360 - Window Cleaner	11.63
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	18.60
12012 - Certified Occupational Therapist Assistant	33.35
12015 - Certified Physical Therapist Assistant	30.42
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	36.25
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic Technologist	27.21
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.60
12073 - Licensed Practical Nurse III	20.73
12100 - Medical Assistant	13.87
12130 - Medical Laboratory Technician	22.98
12160 - Medical Record Clerk	14.50
12190 - Medical Record Technician	17.85
12195 - Medical Transcriptionist	16.19
12210 - Nuclear Medicine Technologist	40.82
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	20.47
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	24.79
12311 - Registered Nurse I	21.53
12312 - Registered Nurse II	26.34

12313 - Registered Nurse II Specialist		26.34
12314 - Registered Nurse III		31.87
12315 - Registered Nurse III Anesthetist		31.87
12316 - Registered Nurse IV		38.20
12317 - Scheduler (Drug and Alcohol Testing)		23.04
12320 - Substance Abuse Treatment Counselor		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.07
13012 - Exhibits Specialist II		21.87
13013 - Exhibits Specialist III		25.95
13041 - Illustrator I		17.57
13042 - Illustrator II		21.87
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		12.89
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		14.52
13061 - Media Specialist I		15.70
13062 - Media Specialist II		17.57
13063 - Media Specialist III		19.59
13071 - Photographer I		15.26
13072 - Photographer II		17.07
13073 - Photographer III		21.77
13074 - Photographer IV		26.63
13075 - Photographer V		32.22
13090 - Technical Order Library Clerk		16.19
13110 - Video Teleconference Technician		15.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	24.45
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		25.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		42.57
15050 - Computer Based Training Specialist / Instructor		29.36
15060 - Educational Technologist		28.18

15070 - Flight Instructor (Pilot) 42.57
15080 - Graphic Artist 23.98
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.57
15086 - Maintenance Test Pilot Rotary Wing 42.57
15088 - Non-Maintenance Test/Co-Pilot 42.57
15090 - Technical Instructor 19.60
15095 - Technical Instructor/Course Developer 23.98
15110 - Test Proctor 15.83
15120 - Tutor 15.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.63
19040 - Tool And Die Maker 23.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.44
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 13.41
21071 - Order Filler 12.03
21080 - Production Line Worker (Food Processing) 15.44
21110 - Shipping Packer 16.40
21130 - Shipping/Receiving Clerk 16.40
21140 - Store Worker I 12.78
21150 - Stock Clerk 17.00
21210 - Tools And Parts Attendant 15.44
21410 - Warehouse Specialist 15.44
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.63
23019 - Aircraft Logs and Records Technician 17.37
23021 - Aircraft Mechanic I 20.59
23022 - Aircraft Mechanic II 21.63
23023 - Aircraft Mechanic III 22.59
23040 - Aircraft Mechanic Helper 15.03
23050 - Aircraft Painter 19.63
23060 - Aircraft Servicer 17.37
23070 - Aircraft Survival Flight Equipment Technician 19.63
23080 - Aircraft Worker 18.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 18.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 20.59
23110 - Appliance Mechanic 19.63
23120 - Bicycle Repairer 16.20
23125 - Cable Splicer 31.24
23130 - Carpenter Maintenance 17.88
23140 - Carpet Layer 18.49
23160 - Electrician Maintenance 23.23
23181 - Electronics Technician Maintenance I 24.12
23182 - Electronics Technician Maintenance II 25.60
23183 - Electronics Technician Maintenance III 26.87
23260 - Fabric Worker 17.37
23290 - Fire Alarm System Mechanic 20.59
23310 - Fire Extinguisher Repairer 16.20
23311 - Fuel Distribution System Mechanic 20.59
23312 - Fuel Distribution System Operator 16.20
23370 - General Maintenance Worker 16.98
23380 - Ground Support Equipment Mechanic 20.59
23381 - Ground Support Equipment Servicer 17.37
23382 - Ground Support Equipment Worker 18.49
23391 - Gunsmith I 16.20
23392 - Gunsmith II 18.49
23393 - Gunsmith III 20.59
23410 - Heating Ventilation And Air-Conditioning Mechanic 16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 17.09
23430 - Heavy Equipment Mechanic 24.68
23440 - Heavy Equipment Operator 18.27
23460 - Instrument Mechanic 20.59
23465 - Laboratory/Shelter Mechanic 19.63
23470 - Laborer 13.41
23510 - Locksmith 19.63
23530 - Machinery Maintenance Mechanic 22.63
23550 - Machinist Maintenance 19.03
23580 - Maintenance Trades Helper 12.54
23591 - Metrology Technician I 20.59
23592 - Metrology Technician II 21.63
23593 - Metrology Technician III 22.59
23640 - Millwright 20.59
23710 - Office Appliance Repairer 16.56
23760 - Painter Maintenance 19.41
23790 - Pipefitter Maintenance 20.15
23810 - Plumber Maintenance 19.25
23820 - Pneudraulic Systems Mechanic 20.59
23850 - Rigger 20.59
23870 - Scale Mechanic 18.49
23890 - Sheet-Metal Worker Maintenance 16.87
23910 - Small Engine Mechanic 18.49
23931 - Telecommunications Mechanic I 26.89

23932 - Telecommunications Mechanic II 28.25
23950 - Telephone Lineman 27.99
23960 - Welder Combination Maintenance 18.48
23965 - Well Driller 21.12
23970 - Woodcraft Worker 20.59
23980 - Woodworker 16.20
24000 - Personal Needs Occupations
24550 - Case Manager 13.20
24570 - Child Care Attendant 11.11
24580 - Child Care Center Clerk 12.98
24610 - Chore Aide 9.67
24620 - Family Readiness And Support Services Coordinator 13.20
24630 - Homemaker 13.99
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.66
25040 - Sewage Plant Operator 19.67
25070 - Stationary Engineer 25.66
25190 - Ventilation Equipment Tender 18.63
25210 - Water Treatment Plant Operator 19.34
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.68
27007 - Baggage Inspector 13.32
27008 - Corrections Officer 17.26
27010 - Court Security Officer 17.00
27030 - Detection Dog Handler 14.91
27040 - Detention Officer 17.26
27070 - Firefighter 18.95
27101 - Guard I 13.32
27102 - Guard II 14.91
27131 - Police Officer I 20.63
27132 - Police Officer II 22.92
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.16
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 10.12
28210 - Gate Attendant/Gate Tender 14.20
28310 - Lifeguard 11.01
28350 - Park Attendant (Aide) 15.89
28510 - Recreation Aide/Health Facility Attendant 11.60
28515 - Recreation Specialist 19.68
28630 - Sports Official 12.65
28690 - Swimming Pool Operator 17.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 18.99
29020 - Hatch Tender 18.99
29030 - Line Handler 18.99
29041 - Stevedore I 18.11
29042 - Stevedore II 19.63
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 15.63
30022 - Archeological Technician II 17.59
30023 - Archeological Technician III 21.73
30030 - Cartographic Technician 21.73
30040 - Civil Engineering Technician 22.07
30051 - Cryogenic Technician I 22.93
30052 - Cryogenic Technician II 25.35
30061 - Drafter/CAD Operator I 14.87
30062 - Drafter/CAD Operator II 16.64
30063 - Drafter/CAD Operator III 18.54
30064 - Drafter/CAD Operator IV 22.93
30081 - Engineering Technician I 13.24
30082 - Engineering Technician II 14.87
30083 - Engineering Technician III 16.64
30084 - Engineering Technician IV 20.60
30085 - Engineering Technician V 25.20
30086 - Engineering Technician VI 30.49
30090 - Environmental Technician 20.60
30095 - Evidence Control Specialist 20.60
30210 - Laboratory Technician 21.13
30221 - Latent Fingerprint Technician I 22.93
30222 - Latent Fingerprint Technician II 25.35
30240 - Mathematical Technician 20.70
30361 - Paralegal/Legal Assistant I 16.34
30362 - Paralegal/Legal Assistant II 20.24
30363 - Paralegal/Legal Assistant III 24.76
30364 - Paralegal/Legal Assistant IV 29.95
30375 - Petroleum Supply Specialist 25.20
30390 - Photo-Optics Technician 20.65
30395 - Radiation Control Technician 25.20
30461 - Technical Writer I 20.60
30462 - Technical Writer II 25.20
30463 - Technical Writer III 30.49
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 22.93
30502 - Weather Forecaster II 27.90
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 18.54
30621 - Weather Observer Senior (see 2) 20.60
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.55
31030 - Bus Driver 17.23

31043 - Driver Courier	12.62
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	13.12
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	13.73
31363 - Truckdriver Heavy	18.34
31364 - Truckdriver Tractor-Trailer	18.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.14
99050 - Desk Clerk	10.14
99095 - Embalmer	29.87
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.32
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.44
99310 - Mortician	29.87
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.73
99711 - Recycling Specialist	15.80
99730 - Refuse Collector	12.24
99810 - Sales Clerk	11.76
99820 - School Crossing Guard	13.82
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.37
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.75
99842 - Vending Machine Repairer Helper	18.49

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4321
Revision No.: 17
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Southampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.34
01012 - Accounting Clerk II		16.10
01013 - Accounting Clerk III		18.02
01020 - Administrative Assistant		24.20
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		15.95
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.90
01060 - Dispatcher Motor Vehicle		19.55
01070 - Document Preparation Clerk		14.69
01090 - Duplicating Machine Operator		14.69
01111 - General Clerk I		12.74
01112 - General Clerk II		13.90

01113 - General Clerk III 15.62
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 12.22
01191 - Order Clerk I 13.46
01192 - Order Clerk II 17.61
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 23.57
01290 - Rental Clerk 14.15
01300 - Scheduler Maintenance 15.55
01311 - Secretary I 15.55
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 18.60
01410 - Supply Technician 24.20
01420 - Survey Worker 15.90
01460 - Switchboard Operator/Receptionist 13.75
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.84
01612 - Word Processor II 15.55
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.47
05010 - Automotive Electrician 21.03
05040 - Automotive Glass Installer 20.09
05070 - Automotive Worker 20.09
05110 - Mobile Equipment Servicer 18.15
05130 - Motor Equipment Metal Mechanic 22.02
05160 - Motor Equipment Metal Worker 20.09
05190 - Motor Vehicle Mechanic 22.02
05220 - Motor Vehicle Mechanic Helper 17.13
05250 - Motor Vehicle Upholstery Worker 19.10
05280 - Motor Vehicle Wrecker 20.09
05310 - Painter Automotive 21.03
05340 - Radiator Repair Specialist 19.10
05370 - Tire Repairer 14.71
05400 - Transmission Repair Specialist 22.02
07000 - Food Preparation And Service Occupations
07010 - Baker 12.69
07041 - Cook I 12.58
07042 - Cook II 14.21
07070 - Dishwasher 9.35
07130 - Food Service Worker 10.28
07210 - Meat Cutter 15.33
07260 - Waiter/Waitress 9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.11

09040 - Furniture Handler 15.38
09080 - Furniture Refinisher 20.81
09090 - Furniture Refinisher Helper 16.28
09110 - Furniture Repairer Minor 18.50
09130 - Upholsterer 20.81
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 13.06
11090 - Gardener 16.27
11122 - Housekeeping Aide 11.92
11150 - Janitor 11.92
11210 - Laborer Grounds Maintenance 12.95
11240 - Maid or Houseman 9.35
11260 - Pruner 11.70
11270 - Tractor Operator 15.18
11330 - Trail Maintenance Worker 12.95
11360 - Window Cleaner 12.64
12000 - Health Occupations
12010 - Ambulance Driver 17.61
12011 - Breath Alcohol Technician 18.50
12012 - Certified Occupational Therapist Assistant 33.60
12015 - Certified Physical Therapist Assistant 31.32
12020 - Dental Assistant 17.09
12025 - Dental Hygienist 37.46
12030 - EKG Technician 28.74
12035 - Electroneurodiagnostic Technologist 28.74
12040 - Emergency Medical Technician 17.61
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.50
12073 - Licensed Practical Nurse III 20.62
12100 - Medical Assistant 15.45
12130 - Medical Laboratory Technician 24.53
12160 - Medical Record Clerk 17.06
12190 - Medical Record Technician 19.33
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.66
12221 - Nursing Assistant I 12.19
12222 - Nursing Assistant II 13.70
12223 - Nursing Assistant III 14.95
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 20.36
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 17.33
12280 - Phlebotomist 14.61
12305 - Radiologic Technologist 26.92
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.66
12313 - Registered Nurse II Specialist 31.66
12314 - Registered Nurse III 38.31
12315 - Registered Nurse III Anesthetist 38.31

12316 - Registered Nurse IV		45.91
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		17.27
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		14.38
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	22.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.24
15060 - Educational Technologist		32.93
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		25.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.77

15086 - Maintenance Test Pilot Rotary Wing 44.77
15088 - Non-Maintenance Test/Co-Pilot 44.77
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 30.29
15110 - Test Proctor 20.00
15120 - Tutor 20.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.51
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 23.57
21040 - Material Expediter 23.57
21050 - Material Handling Laborer 12.60
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 15.15
21130 - Shipping/Receiving Clerk 15.15
21140 - Store Worker I 13.36
21150 - Stock Clerk 17.79
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.42
23019 - Aircraft Logs and Records Technician 20.54
23021 - Aircraft Mechanic I 24.26
23022 - Aircraft Mechanic II 25.42
23023 - Aircraft Mechanic III 26.59
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.11
23060 - Aircraft Servicer 20.54
23070 - Aircraft Survival Flight Equipment Technician 23.11
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.26
23110 - Appliance Mechanic 22.52

23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	33.74
23130 - Carpenter Maintenance	19.48
23140 - Carpet Layer	21.83
23160 - Electrician Maintenance	24.00
23181 - Electronics Technician Maintenance I	25.59
23182 - Electronics Technician Maintenance II	27.08
23183 - Electronics Technician Maintenance III	28.42
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	24.07
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System Mechanic	24.26
23312 - Fuel Distribution System Operator	19.32
23370 - General Maintenance Worker	18.64
23380 - Ground Support Equipment Mechanic	24.26
23381 - Ground Support Equipment Servicer	20.54
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	19.32
23392 - Gunsmith II	21.83
23393 - Gunsmith III	24.26
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	24.26
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	12.60
23510 - Locksmith	23.11
23530 - Machinery Maintenance Mechanic	24.05
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	24.26
23592 - Metrology Technician II	25.42
23593 - Metrology Technician III	26.59
23640 - Millwright	25.71
23710 - Office Appliance Repairer	23.11
23760 - Painter Maintenance	19.24
23790 - Pipefitter Maintenance	23.54
23810 - Plumber Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	24.26
23850 - Rigger	24.26
23870 - Scale Mechanic	21.83
23890 - Sheet-Metal Worker Maintenance	24.07
23910 - Small Engine Mechanic	21.83
23931 - Telecommunications Mechanic I	33.25
23932 - Telecommunications Mechanic II	34.85
23950 - Telephone Lineman	35.60
23960 - Welder Combination Maintenance	20.08

23965 - Well Driller	24.26
23970 - Woodcraft Worker	24.26
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.73
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.07
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	24.07
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	15.97
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	18.71
27070 - Firefighter	22.56
27101 - Guard I	15.97
27102 - Guard II	17.87
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.67
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.86
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.98
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	17.19
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.00
29020 - Hatch Tender	24.00
29030 - Line Handler	24.00
29041 - Stevedore I	22.58
29042 - Stevedore II	25.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.65

30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		26.68
30040 - Civil Engineering Technician		25.15
30051 - Cryogenic Technician I		27.73
30052 - Cryogenic Technician II		30.62
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.52
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		19.79
30083 - Engineering Technician III		22.59
30084 - Engineering Technician IV		27.42
30085 - Engineering Technician V		33.54
30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		25.03
30095 - Evidence Control Specialist		25.03
30210 - Laboratory Technician		22.52
30221 - Latent Fingerprint Technician I		27.73
30222 - Latent Fingerprint Technician II		30.62
30240 - Mathematical Technician		26.68
30361 - Paralegal/Legal Assistant I		20.81
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		30.62
30390 - Photo-Optics Technician		26.68
30395 - Radiation Control Technician		30.62
30461 - Technical Writer I		25.03
30462 - Technical Writer II		30.62
30463 - Technical Writer III		37.05
30491 - Unexploded Ordnance (UXO) Technician I		26.49
30492 - Unexploded Ordnance (UXO) Technician II		32.05
30493 - Unexploded Ordnance (UXO) Technician III		38.41
30494 - Unexploded (UXO) Safety Escort		26.49
30495 - Unexploded (UXO) Sweep Personnel		26.49
30501 - Weather Forecaster I		27.73
30502 - Weather Forecaster II		33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.05
31020 - Bus Aide		13.63
31030 - Bus Driver		19.47
31043 - Driver Courier		13.76
31260 - Parking and Lot Attendant		12.71
31290 - Shuttle Bus Driver		14.22

31310 - Taxi Driver	13.41
31361 - Truckdriver Light	14.75
31362 - Truckdriver Medium	15.68
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	10.19
99050 - Desk Clerk	9.15
99095 - Embalmer	32.89
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	24.53
99310 - Mortician	32.89
99410 - Pest Controller	17.23
99510 - Photofinishing Worker	13.92
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	15.17
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	11.49
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.91
99841 - Vending Machine Repairer	22.14
99842 - Vending Machine Repairer Helper	18.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4322
Revision No.: 16
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of Southampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.34
01012 - Accounting Clerk II		16.10
01013 - Accounting Clerk III		18.02
01020 - Administrative Assistant		23.77
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.90
01060 - Dispatcher Motor Vehicle		19.55
01070 - Document Preparation Clerk		14.69

01090 - Duplicating Machine Operator	14.69
01111 - General Clerk I	12.28
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	19.08
01141 - Messenger Courier	12.22
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.14
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	23.57
01290 - Rental Clerk	14.15
01300 - Scheduler Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.11
01313 - Secretary III	19.08
01320 - Service Order Dispatcher	18.60
01410 - Supply Technician	23.77
01420 - Survey Worker	15.49
01460 - Switchboard Operator/Receptionist	12.97
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	13.58
01612 - Word Processor II	15.24
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	14.71
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.69
07041 - Cook I	12.58
07042 - Cook II	14.21
07070 - Dishwasher	9.35
07130 - Food Service Worker	10.02
07210 - Meat Cutter	15.33

07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.11
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	20.81
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer Minor	18.50
09130 - Upholsterer	20.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	15.25
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.35
11260 - Pruner	11.63
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	17.61
12012 - Certified Occupational Therapist Assistant	33.60
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	37.46
12030 - EKG Technician	28.74
12035 - Electroneurodiagnostic Technologist	28.74
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	15.74
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	23.56
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	38.69
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	20.36
12236 - Optical Technician	15.74
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	26.92
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23

12313 - Registered Nurse II Specialist		30.23
12314 - Registered Nurse III		36.57
12315 - Registered Nurse III Anesthetist		36.57
12316 - Registered Nurse IV		43.84
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.82
13058 - Library Technician		16.78
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		14.38
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.88
14071 - Computer Programmer I	(see 1)	22.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.24
15060 - Educational Technologist		32.93

15070 - Flight Instructor (Pilot) 48.04
15080 - Graphic Artist 25.61
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.04
15086 - Maintenance Test Pilot Rotary Wing 41.04
15088 - Non-Maintenance Test/Co-Pilot 41.04
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 30.29
15110 - Test Proctor 20.00
15120 - Tutor 20.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.51
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.30
21030 - Material Coordinator 23.57
21040 - Material Expediter 23.57
21050 - Material Handling Laborer 12.33
21071 - Order Filler 12.64
21080 - Production Line Worker (Food Processing) 18.30
21110 - Shipping Packer 15.15
21130 - Shipping/Receiving Clerk 15.15
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.50
21210 - Tools And Parts Attendant 18.30
21410 - Warehouse Specialist 18.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.42
23019 - Aircraft Logs and Records Technician 20.54
23021 - Aircraft Mechanic I 24.26
23022 - Aircraft Mechanic II 25.42
23023 - Aircraft Mechanic III 26.59
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.11
23060 - Aircraft Servicer 20.54
23070 - Aircraft Survival Flight Equipment Technician 23.11
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.26
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 33.74
23130 - Carpenter Maintenance 19.24
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 23.76
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.45
23183 - Electronics Technician Maintenance III 27.76
23260 - Fabric Worker 20.54
23290 - Fire Alarm System Mechanic 22.33
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.26
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 18.30
23380 - Ground Support Equipment Mechanic 24.26
23381 - Ground Support Equipment Servicer 20.54
23382 - Ground Support Equipment Worker 21.83
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.83
23393 - Gunsmith III 24.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.63
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 24.26
23465 - Laboratory/Shelter Mechanic 19.97
23470 - Laborer 12.33
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 24.05
23550 - Machinist Maintenance 24.52
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 24.26
23592 - Metrology Technician II 25.42
23593 - Metrology Technician III 26.59
23640 - Millwright 25.71
23710 - Office Appliance Repairer 23.11
23760 - Painter Maintenance 19.24
23790 - Pipefitter Maintenance 23.54
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 24.26
23850 - Rigger 24.26
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.22
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 30.23

23932 - Telecommunications Mechanic II 31.68
23950 - Telephone Lineman 35.60
23960 - Welder Combination Maintenance 19.48
23965 - Well Driller 24.26
23970 - Woodcraft Worker 24.26
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 15.82
24570 - Child Care Attendant 9.58
24580 - Child Care Center Clerk 13.48
24610 - Chore Aide 9.69
24620 - Family Readiness And Support Services Coordinator 15.82
24630 - Homemaker 15.82
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.11
25040 - Sewage Plant Operator 20.01
25070 - Stationary Engineer 23.11
25190 - Ventilation Equipment Tender 17.38
25210 - Water Treatment Plant Operator 20.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.96
27007 - Baggage Inspector 15.97
27008 - Corrections Officer 18.71
27010 - Court Security Officer 20.29
27030 - Detection Dog Handler 17.87
27040 - Detention Officer 18.71
27070 - Firefighter 22.56
27101 - Guard I 15.97
27102 - Guard II 17.87
27131 - Police Officer I 22.07
27132 - Police Officer II 24.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.67
28042 - Carnival Equipment Repairer 13.46
28043 - Carnival Worker 9.86
28210 - Gate Attendant/Gate Tender 14.30
28310 - Lifeguard 12.22
28350 - Park Attendant (Aide) 15.95
28510 - Recreation Aide/Health Facility Attendant 11.68
28515 - Recreation Specialist 19.83
28630 - Sports Official 12.75
28690 - Swimming Pool Operator 17.19
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.00
29020 - Hatch Tender 24.00
29030 - Line Handler 24.00
29041 - Stevedore I 22.58
29042 - Stevedore II 25.40
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.85
30022 - Archeological Technician II 21.09
30023 - Archeological Technician III 25.14
30030 - Cartographic Technician 26.68
30040 - Civil Engineering Technician 25.15
30051 - Cryogenic Technician I 27.73
30052 - Cryogenic Technician II 30.62
30061 - Drafter/CAD Operator I 18.85
30062 - Drafter/CAD Operator II 21.09
30063 - Drafter/CAD Operator III 23.52
30064 - Drafter/CAD Operator IV 28.93
30081 - Engineering Technician I 17.82
30082 - Engineering Technician II 19.79
30083 - Engineering Technician III 22.59
30084 - Engineering Technician IV 27.42
30085 - Engineering Technician V 33.54
30086 - Engineering Technician VI 40.58
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 22.52
30221 - Latent Fingerprint Technician I 27.73
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 26.68
30361 - Paralegal/Legal Assistant I 18.99
30362 - Paralegal/Legal Assistant II 23.51
30363 - Paralegal/Legal Assistant III 28.77
30364 - Paralegal/Legal Assistant IV 34.80
30375 - Petroleum Supply Specialist 30.62
30390 - Photo-Optics Technician 26.68
30395 - Radiation Control Technician 30.62
30461 - Technical Writer I 25.03
30462 - Technical Writer II 30.62
30463 - Technical Writer III 37.05
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.73
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.52
30621 - Weather Observer Senior (see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.63
31030 - Bus Driver 17.74

31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	13.41
31361 - Truckdriver Light	14.22
31362 - Truckdriver Medium	15.59
31363 - Truckdriver Heavy	19.97
31364 - Truckdriver Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.53
99050 - Desk Clerk	9.15
99095 - Embalmer	32.89
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.26
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	22.66
99310 - Mortician	32.89
99410 - Pest Controller	17.23
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	18.58
99831 - Surveying Aide	11.49
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	17.19
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.19

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4323
Revision No.: 17
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Brunswick Charlotte Cumberland Greensville Lunenburg Mecklenburg Nottoway Prince Edward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		24.20
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		15.95
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		21.39
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		12.74

01112 - General Clerk II	13.90
01113 - General Clerk III	17.46
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	12.83
01191 - Order Clerk I	15.00
01192 - Order Clerk II	16.38
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.37
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	22.16
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	15.76
01311 - Secretary I	15.76
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	19.12
01410 - Supply Technician	24.20
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	13.37
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.10
01611 - Word Processor I	13.84
01612 - Word Processor II	15.94
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.01
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	15.00
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.98
07041 - Cook I	12.58
07042 - Cook II	14.21
07070 - Dishwasher	9.35
07130 - Food Service Worker	10.28
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter	21.81
09040 - Furniture Handler	15.31
09080 - Furniture Refinisher	21.81
09090 - Furniture Refinisher Helper	17.83
09110 - Furniture Repairer Minor	19.66
09130 - Upholsterer	21.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.06
11060 - Elevator Operator	13.06
11090 - Gardener	16.27
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	12.95
11240 - Maid or Houseman	9.37
11260 - Pruner	11.70
11270 - Tractor Operator	15.18
11330 - Trail Maintenance Worker	12.95
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	33.60
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	17.09
12025 - Dental Hygienist	40.72
12030 - EKG Technician	28.74
12035 - Electroneurodiagnostic Technologist	28.74
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.45
12130 - Medical Laboratory Technician	24.53
12160 - Medical Record Clerk	17.06
12190 - Medical Record Technician	19.33
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.66
12221 - Nursing Assistant I	12.19
12222 - Nursing Assistant II	13.70
12223 - Nursing Assistant III	14.95
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	20.36
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	15.08
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	26.92
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.66
12313 - Registered Nurse II Specialist	31.66
12314 - Registered Nurse III	38.31

12315 - Registered Nurse III Anesthetist		38.31
12316 - Registered Nurse IV		45.91
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		11.82
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.27
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		32.93
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		26.44

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.77
15086 - Maintenance Test Pilot Rotary Wing 44.77
15088 - Non-Maintenance Test/Co-Pilot 44.77
15090 - Technical Instructor 24.98
15095 - Technical Instructor/Course Developer 30.55
15110 - Test Proctor 20.16
15120 - Tutor 20.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.11
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 22.16
21040 - Material Expediter 22.16
21050 - Material Handling Laborer 13.82
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.36
21150 - Stock Clerk 17.79
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99

23110 - Appliance Mechanic 22.52
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 33.74
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.34
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.42
23260 - Fabric Worker 20.54
23290 - Fire Alarm System Mechanic 24.07
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.26
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 18.64
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.83
23393 - Gunsmith III 24.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 24.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.68
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 23.11
23470 - Laborer 12.60
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 25.41
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 24.07
23710 - Office Appliance Repairer 23.11
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 24.01
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 24.26
23850 - Rigger 24.26
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 24.07
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 33.25
23932 - Telecommunications Mechanic II 34.85
23950 - Telephone Lineman 35.60

23960 - Welder Combination Maintenance		20.08
23965 - Well Driller		24.78
23970 - Woodcraft Worker		24.26
23980 - Woodworker		19.32
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		9.74
24580 - Child Care Center Clerk		13.37
24610 - Chore Aide		9.73
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.07
25040 - Sewage Plant Operator		19.90
25070 - Stationary Engineer		24.07
25190 - Ventilation Equipment Tender		17.22
25210 - Water Treatment Plant Operator		19.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.29
27007 - Baggage Inspector		15.97
27008 - Corrections Officer		18.60
27010 - Court Security Officer		21.30
27030 - Detection Dog Handler		17.87
27040 - Detention Officer		18.60
27070 - Firefighter		22.67
27101 - Guard I		15.97
27102 - Guard II		17.87
27131 - Police Officer I		23.07
27132 - Police Officer II		25.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.58
28042 - Carnival Equipment Repairer		13.46
28043 - Carnival Worker		9.86
28210 - Gate Attendant/Gate Tender		14.29
28310 - Lifeguard		11.95
28350 - Park Attendant (Aide)		15.98
28510 - Recreation Aide/Health Facility Attendant		11.66
28515 - Recreation Specialist		19.80
28630 - Sports Official		12.72
28690 - Swimming Pool Operator		16.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.00
29020 - Hatch Tender		24.00
29030 - Line Handler		24.00
29041 - Stevedore I		22.58
29042 - Stevedore II		25.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.74

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.65
30021 - Archeological Technician I 18.06
30022 - Archeological Technician II 20.21
30023 - Archeological Technician III 25.03
30030 - Cartographic Technician 25.03
30040 - Civil Engineering Technician 25.03
30051 - Cryogenic Technician I 27.73
30052 - Cryogenic Technician II 30.62
30061 - Drafter/CAD Operator I 18.06
30062 - Drafter/CAD Operator II 20.21
30063 - Drafter/CAD Operator III 22.52
30064 - Drafter/CAD Operator IV 27.73
30081 - Engineering Technician I 16.82
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 21.11
30084 - Engineering Technician IV 26.16
30085 - Engineering Technician V 32.00
30086 - Engineering Technician VI 38.72
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 27.73
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 20.81
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 30.62
30390 - Photo-Optics Technician 25.03
30395 - Radiation Control Technician 30.62
30461 - Technical Writer I 25.23
30462 - Technical Writer II 30.85
30463 - Technical Writer III 37.05
30491 - Unexploded Ordnance (UXO) Technician I 26.49
30492 - Unexploded Ordnance (UXO) Technician II 32.05
30493 - Unexploded Ordnance (UXO) Technician III 38.41
30494 - Unexploded (UXO) Safety Escort 26.49
30495 - Unexploded (UXO) Sweep Personnel 26.49
30501 - Weather Forecaster I 27.73
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.52
30621 - Weather Observer Senior (see 2) 25.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.05
31020 - Bus Aide 12.84
31030 - Bus Driver 19.47
31043 - Driver Courier 13.76
31260 - Parking and Lot Attendant 12.71

31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.75
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	10.19
99050 - Desk Clerk	10.71
99095 - Embalmer	32.89
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	24.53
99310 - Mortician	32.89
99410 - Pest Controller	19.42
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	16.12
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	14.56
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	22.36
99842 - Vending Machine Repairer Helper	18.84

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4324
Revision No.: 16
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Brunswick Charlotte Cumberland Greensville Lunenburg Mecklenburg Nottoway Prince Edward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		23.77
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		21.39

01070 - Document Preparation Clerk 14.78
01090 - Duplicating Machine Operator 14.78
01111 - General Clerk I 12.28
01112 - General Clerk II 13.40
01113 - General Clerk III 17.46
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 12.83
01191 - Order Clerk I 15.00
01192 - Order Clerk II 16.38
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 18.37
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 22.16
01290 - Rental Clerk 15.94
01300 - Scheduler Maintenance 15.76
01311 - Secretary I 15.76
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 19.12
01410 - Supply Technician 23.77
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 15.28
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.58
01612 - Word Processor II 15.94
01613 - Word Processor III 18.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.01
05010 - Automotive Electrician 20.97
05040 - Automotive Glass Installer 19.97
05070 - Automotive Worker 19.97
05110 - Mobile Equipment Servicer 17.96
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.97
05190 - Motor Vehicle Mechanic 22.89
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 19.97
05310 - Painter Automotive 20.97
05340 - Radiator Repair Specialist 19.97
05370 - Tire Repairer 15.00
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.98
07041 - Cook I 12.58
07042 - Cook II 14.21
07070 - Dishwasher 9.35
07130 - Food Service Worker 10.02

07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.81
09040 - Furniture Handler	15.31
09080 - Furniture Refinisher	21.81
09090 - Furniture Refinisher Helper	17.83
09110 - Furniture Repairer Minor	19.66
09130 - Upholsterer	21.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	15.25
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.37
11260 - Pruner	10.97
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	33.60
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	40.72
12030 - EKG Technician	28.74
12035 - Electroneurodiagnostic Technologist	28.74
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	23.56
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	38.69
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	20.36
12236 - Optical Technician	15.74
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	26.92
12311 - Registered Nurse I	24.71

12312 - Registered Nurse II		30.23
12313 - Registered Nurse II Specialist		30.23
12314 - Registered Nurse III		36.57
12315 - Registered Nurse III Anesthetist		36.57
12316 - Registered Nurse IV		43.84
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		11.82
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.11
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42

15060 - Educational Technologist 32.93
15070 - Flight Instructor (Pilot) 45.27
15080 - Graphic Artist 26.44
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.04
15086 - Maintenance Test Pilot Rotary Wing 41.04
15088 - Non-Maintenance Test/Co-Pilot 41.04
15090 - Technical Instructor 24.98
15095 - Technical Instructor/Course Developer 30.55
15110 - Test Proctor 20.16
15120 - Tutor 20.15
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.11
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.30
21030 - Material Coordinator 22.16
21040 - Material Expediter 22.16
21050 - Material Handling Laborer 13.82
21071 - Order Filler 14.63
21080 - Production Line Worker (Food Processing) 18.30
21110 - Shipping Packer 15.18
21130 - Shipping/Receiving Clerk 15.18
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.50
21210 - Tools And Parts Attendant 18.30
21410 - Warehouse Specialist 18.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 22.61

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.99
II
23110 - Appliance Mechanic 20.47
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 33.74
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.34
23181 - Electronics Technician Maintenance I 24.99
23182 - Electronics Technician Maintenance II 26.45
23183 - Electronics Technician Maintenance III 27.76
23260 - Fabric Worker 20.54
23290 - Fire Alarm System Mechanic 22.33
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.26
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 18.27
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.83
23393 - Gunsmith III 24.26
23410 - Heating Ventilation And Air-Conditioning 22.57
Mechanic
23411 - Heating Ventilation And Air Contidioning 25.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.42
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 23.11
23470 - Laborer 12.44
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 24.52
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 23.11
23710 - Office Appliance Repairer 23.11
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 24.01
23810 - Plumber Maintenance 22.44
23820 - Pneudraulic Systems Mechanic 24.26
23850 - Rigger 24.26
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 22.53
23910 - Small Engine Mechanic 21.83

23931 - Telecommunications Mechanic I	30.23
23932 - Telecommunications Mechanic II	31.68
23950 - Telephone Lineman	35.60
23960 - Welder Combination Maintenance	19.82
23965 - Well Driller	24.78
23970 - Woodcraft Worker	24.26
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	9.69
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.11
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	23.11
25190 - Ventilation Equipment Tender	17.22
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	15.97
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	15.97
27102 - Guard II	17.87
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.86
28210 - Gate Attendant/Gate Tender	14.25
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.95
28510 - Recreation Aide/Health Facility Attendant	11.64
28515 - Recreation Specialist	19.75
28630 - Sports Official	12.70
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.00
29020 - Hatch Tender	24.00
29030 - Line Handler	24.00
29041 - Stevedore I	22.58
29042 - Stevedore II	25.40

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.06
30022 - Archeological Technician II		20.21
30023 - Archeological Technician III		25.03
30030 - Cartographic Technician		25.03
30040 - Civil Engineering Technician		25.03
30051 - Cryogenic Technician I		27.73
30052 - Cryogenic Technician II		30.62
30061 - Drafter/CAD Operator I		18.06
30062 - Drafter/CAD Operator II		20.21
30063 - Drafter/CAD Operator III		22.52
30064 - Drafter/CAD Operator IV		27.73
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		25.03
30095 - Evidence Control Specialist		25.03
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		27.73
30222 - Latent Fingerprint Technician II		30.62
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.75
30362 - Paralegal/Legal Assistant II		24.47
30363 - Paralegal/Legal Assistant III		29.92
30364 - Paralegal/Legal Assistant IV		36.20
30375 - Petroleum Supply Specialist		30.62
30390 - Photo-Optics Technician		25.03
30395 - Radiation Control Technician		30.62
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.85
30463 - Technical Writer III		37.05
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.73
30502 - Weather Forecaster II		33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.52
30621 - Weather Observer Senior	(see 2)	25.03

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.84

31030 - Bus Driver	17.93
31043 - Driver Courier	13.21
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	13.13
31361 - Truckdriver Light	14.22
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	19.97
31364 - Truckdriver Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.69
99050 - Desk Clerk	10.71
99095 - Embalmer	32.89
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.26
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	22.66
99310 - Mortician	32.89
99410 - Pest Controller	19.42
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	16.12
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	14.56
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	17.13
99841 - Vending Machine Repairer	20.33
99842 - Vending Machine Repairer Helper	17.13

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4325
Revision No.: 18
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Danville Halifax Pittsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.25
01012 - Accounting Clerk II		16.01
01013 - Accounting Clerk III		17.90
01020 - Administrative Assistant		24.20
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		15.95
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		19.55
01070 - Document Preparation Clerk		14.98
01090 - Duplicating Machine Operator		14.98
01111 - General Clerk I		12.74
01112 - General Clerk II		13.90

01113 - General Clerk III 15.62
01120 - Housing Referral Assistant 19.38
01141 - Messenger Courier 10.88
01191 - Order Clerk I 12.85
01192 - Order Clerk II 14.01
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 22.16
01290 - Rental Clerk 12.47
01300 - Scheduler Maintenance 15.55
01311 - Secretary I 15.55
01312 - Secretary II 17.39
01313 - Secretary III 19.38
01320 - Service Order Dispatcher 18.04
01410 - Supply Technician 24.20
01420 - Survey Worker 15.90
01460 - Switchboard Operator/Receptionist 13.75
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 13.84
01612 - Word Processor II 15.55
01613 - Word Processor III 17.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.86
05010 - Automotive Electrician 18.52
05040 - Automotive Glass Installer 17.50
05070 - Automotive Worker 17.50
05110 - Mobile Equipment Servicer 15.49
05130 - Motor Equipment Metal Mechanic 19.44
05160 - Motor Equipment Metal Worker 17.50
05190 - Motor Vehicle Mechanic 19.44
05220 - Motor Vehicle Mechanic Helper 14.46
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.50
05310 - Painter Automotive 18.52
05340 - Radiator Repair Specialist 17.50
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 19.44
07000 - Food Preparation And Service Occupations
07010 - Baker 12.69
07041 - Cook I 12.58
07042 - Cook II 14.21
07070 - Dishwasher 9.35
07130 - Food Service Worker 10.28
07210 - Meat Cutter 14.54
07260 - Waiter/Waitress 9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.85

09040 - Furniture Handler 13.22
09080 - Furniture Refinisher 19.97
09090 - Furniture Refinisher Helper 15.49
09110 - Furniture Repairer Minor 17.65
09130 - Upholsterer 19.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.06
11060 - Elevator Operator 13.06
11090 - Gardener 16.27
11122 - Housekeeping Aide 10.33
11150 - Janitor 10.33
11210 - Laborer Grounds Maintenance 12.95
11240 - Maid or Houseman 9.35
11260 - Pruner 11.70
11270 - Tractor Operator 15.18
11330 - Trail Maintenance Worker 12.95
11360 - Window Cleaner 11.43
12000 - Health Occupations
12010 - Ambulance Driver 15.93
12011 - Breath Alcohol Technician 18.50
12012 - Certified Occupational Therapist Assistant 35.09
12015 - Certified Physical Therapist Assistant 31.32
12020 - Dental Assistant 17.09
12025 - Dental Hygienist 37.46
12030 - EKG Technician 28.74
12035 - Electroneurodiagnostic Technologist 28.74
12040 - Emergency Medical Technician 15.93
12071 - Licensed Practical Nurse I 16.54
12072 - Licensed Practical Nurse II 18.50
12073 - Licensed Practical Nurse III 20.62
12100 - Medical Assistant 15.45
12130 - Medical Laboratory Technician 24.53
12160 - Medical Record Clerk 17.02
12190 - Medical Record Technician 19.33
12195 - Medical Transcriptionist 16.54
12210 - Nuclear Medicine Technologist 40.66
12221 - Nursing Assistant I 12.19
12222 - Nursing Assistant II 13.70
12223 - Nursing Assistant III 14.95
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 20.27
12236 - Optical Technician 16.54
12250 - Pharmacy Technician 15.08
12280 - Phlebotomist 14.84
12305 - Radiologic Technologist 26.92
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.66
12313 - Registered Nurse II Specialist 31.66
12314 - Registered Nurse III 38.31
12315 - Registered Nurse III Anesthetist 38.31

12316 - Registered Nurse IV		45.91
12317 - Scheduler (Drug and Alcohol Testing)		22.91
12320 - Substance Abuse Treatment Counselor		22.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.87
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		18.46
13042 - Illustrator II		22.87
13043 - Illustrator III		27.97
13047 - Librarian		25.33
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		22.87
13058 - Library Technician		17.27
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.57
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		15.18
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.32
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)	22.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.32
14160 - Personal Computer Support Technician		21.22
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.87
15020 - Aircrew Training Devices Instructor (Rated)		37.36
15030 - Air Crew Training Devices Instructor (Pilot)		44.77
15050 - Computer Based Training Specialist / Instructor		30.87
15060 - Educational Technologist		31.76
15070 - Flight Instructor (Pilot)		44.77
15080 - Graphic Artist		21.81
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.77

15086 - Maintenance Test Pilot Rotary Wing 44.77
15088 - Non-Maintenance Test/Co-Pilot 44.77
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 30.29
15110 - Test Proctor 20.00
15120 - Tutor 20.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.11
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.87
21030 - Material Coordinator 22.16
21040 - Material Expediter 22.16
21050 - Material Handling Laborer 12.60
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 18.87
21110 - Shipping Packer 14.96
21130 - Shipping/Receiving Clerk 14.96
21140 - Store Worker I 13.36
21150 - Stock Clerk 17.79
21210 - Tools And Parts Attendant 18.87
21410 - Warehouse Specialist 18.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.42
23019 - Aircraft Logs and Records Technician 20.54
23021 - Aircraft Mechanic I 24.26
23022 - Aircraft Mechanic II 25.42
23023 - Aircraft Mechanic III 26.59
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.11
23060 - Aircraft Servicer 20.54
23070 - Aircraft Survival Flight Equipment Technician 23.11
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.26
23110 - Appliance Mechanic 22.52

23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 33.74
23130 - Carpenter Maintenance 19.48
23140 - Carpet Layer 21.83
23160 - Electrician Maintenance 24.00
23181 - Electronics Technician Maintenance I 25.59
23182 - Electronics Technician Maintenance II 27.08
23183 - Electronics Technician Maintenance III 28.42
23260 - Fabric Worker 20.54
23290 - Fire Alarm System Mechanic 24.07
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 24.26
23312 - Fuel Distribution System Operator 19.32
23370 - General Maintenance Worker 18.64
23380 - Ground Support Equipment Mechanic 24.26
23381 - Ground Support Equipment Servicer 20.54
23382 - Ground Support Equipment Worker 21.83
23391 - Gunsmith I 19.32
23392 - Gunsmith II 21.83
23393 - Gunsmith III 24.26
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.85
23430 - Heavy Equipment Mechanic 26.22
23440 - Heavy Equipment Operator 19.05
23460 - Instrument Mechanic 24.26
23465 - Laboratory/Shelter Mechanic 23.11
23470 - Laborer 12.60
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 24.05
23550 - Machinist Maintenance 25.41
23580 - Maintenance Trades Helper 12.54
23591 - Metrology Technician I 24.26
23592 - Metrology Technician II 25.42
23593 - Metrology Technician III 26.59
23640 - Millwright 24.07
23710 - Office Appliance Repairer 23.11
23760 - Painter Maintenance 17.00
23790 - Pipefitter Maintenance 22.86
23810 - Plumber Maintenance 21.78
23820 - Pneudraulic Systems Mechanic 24.26
23850 - Rigger 24.26
23870 - Scale Mechanic 21.83
23890 - Sheet-Metal Worker Maintenance 20.42
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 33.25
23932 - Telecommunications Mechanic II 34.85
23950 - Telephone Lineman 35.60
23960 - Welder Combination Maintenance 20.08

23965 - Well Driller		24.26
23970 - Woodcraft Worker		24.26
23980 - Woodworker		19.32
24000 - Personal Needs Occupations		
24550 - Case Manager		15.82
24570 - Child Care Attendant		10.10
24580 - Child Care Center Clerk		11.74
24610 - Chore Aide		9.73
24620 - Family Readiness And Support Services Coordinator		15.82
24630 - Homemaker		15.82
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.66
25040 - Sewage Plant Operator		19.67
25070 - Stationary Engineer		25.66
25190 - Ventilation Equipment Tender		18.63
25210 - Water Treatment Plant Operator		19.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.57
27007 - Baggage Inspector		15.97
27008 - Corrections Officer		18.60
27010 - Court Security Officer		19.71
27030 - Detection Dog Handler		17.87
27040 - Detention Officer		18.60
27070 - Firefighter		22.44
27101 - Guard I		15.97
27102 - Guard II		17.87
27131 - Police Officer I		20.04
27132 - Police Officer II		22.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.58
28042 - Carnival Equipment Repairer		13.46
28043 - Carnival Worker		9.74
28210 - Gate Attendant/Gate Tender		14.29
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.98
28510 - Recreation Aide/Health Facility Attendant		11.66
28515 - Recreation Specialist		19.80
28630 - Sports Official		12.72
28690 - Swimming Pool Operator		19.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.00
29020 - Hatch Tender		24.00
29030 - Line Handler		24.00
29041 - Stevedore I		22.58
29042 - Stevedore II		25.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.65

30021 - Archeological Technician I 18.06
30022 - Archeological Technician II 20.21
30023 - Archeological Technician III 25.03
30030 - Cartographic Technician 25.03
30040 - Civil Engineering Technician 25.03
30051 - Cryogenic Technician I 27.73
30052 - Cryogenic Technician II 30.62
30061 - Drafter/CAD Operator I 18.06
30062 - Drafter/CAD Operator II 20.21
30063 - Drafter/CAD Operator III 22.52
30064 - Drafter/CAD Operator IV 27.73
30081 - Engineering Technician I 16.11
30082 - Engineering Technician II 18.09
30083 - Engineering Technician III 20.23
30084 - Engineering Technician IV 25.06
30085 - Engineering Technician V 30.66
30086 - Engineering Technician VI 37.10
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 22.52
30221 - Latent Fingerprint Technician I 27.73
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 20.81
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 30.62
30390 - Photo-Optics Technician 25.03
30395 - Radiation Control Technician 30.62
30461 - Technical Writer I 25.03
30462 - Technical Writer II 30.62
30463 - Technical Writer III 37.05
30491 - Unexploded Ordnance (UXO) Technician I 26.49
30492 - Unexploded Ordnance (UXO) Technician II 32.05
30493 - Unexploded Ordnance (UXO) Technician III 38.41
30494 - Unexploded (UXO) Safety Escort 26.49
30495 - Unexploded (UXO) Sweep Personnel 26.49
30501 - Weather Forecaster I 27.73
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.52
30621 - Weather Observer Senior (see 2) 25.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 32.05
31020 - Bus Aide 12.08
31030 - Bus Driver 17.64
31043 - Driver Courier 13.76
31260 - Parking and Lot Attendant 12.71
31290 - Shuttle Bus Driver 13.89

31310 - Taxi Driver	13.75
31361 - Truckdriver Light	14.75
31362 - Truckdriver Medium	15.68
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	10.19
99050 - Desk Clerk	10.14
99095 - Embalmer	29.37
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.49
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	24.53
99310 - Mortician	29.37
99410 - Pest Controller	17.04
99510 - Photofinishing Worker	13.92
99710 - Recycling Laborer	16.12
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	14.56
99810 - Sales Clerk	12.70
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	20.18
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	19.21
99841 - Vending Machine Repairer	23.25
99842 - Vending Machine Repairer Helper	19.21

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4326
Revision No.: 17
Date Of Last Revision: 04/24/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Danville Halifax Pittsylvania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.94
01012 - Accounting Clerk II		15.65
01013 - Accounting Clerk III		17.51
01020 - Administrative Assistant		23.77
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.50
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		19.55
01070 - Document Preparation Clerk		14.98

01090 - Duplicating Machine Operator 14.98
01111 - General Clerk I 12.28
01112 - General Clerk II 13.40
01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.01
01141 - Messenger Courier 10.88
01191 - Order Clerk I 11.68
01192 - Order Clerk II 12.74
01261 - Personnel Assistant (Employment) I 16.08
01262 - Personnel Assistant (Employment) II 17.99
01263 - Personnel Assistant (Employment) III 20.05
01270 - Production Control Clerk 22.16
01290 - Rental Clerk 12.47
01300 - Scheduler Maintenance 15.24
01311 - Secretary I 15.24
01312 - Secretary II 17.05
01313 - Secretary III 19.01
01320 - Service Order Dispatcher 18.04
01410 - Supply Technician 23.77
01420 - Survey Worker 15.49
01460 - Switchboard Operator/Receptionist 12.97
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 13.58
01612 - Word Processor II 15.24
01613 - Word Processor III 17.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.15
05010 - Automotive Electrician 17.13
05040 - Automotive Glass Installer 16.18
05070 - Automotive Worker 16.18
05110 - Mobile Equipment Servicer 14.32
05130 - Motor Equipment Metal Mechanic 17.98
05160 - Motor Equipment Metal Worker 16.18
05190 - Motor Vehicle Mechanic 17.98
05220 - Motor Vehicle Mechanic Helper 13.42
05250 - Motor Vehicle Upholstery Worker 15.23
05280 - Motor Vehicle Wrecker 16.18
05310 - Painter Automotive 17.13
05340 - Radiator Repair Specialist 16.18
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 17.98
07000 - Food Preparation And Service Occupations
07010 - Baker 12.69
07041 - Cook I 12.58
07042 - Cook II 14.21
07070 - Dishwasher 9.35
07130 - Food Service Worker 10.02
07210 - Meat Cutter 14.54

07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	19.97
09090 - Furniture Refinisher Helper	14.76
09110 - Furniture Repairer Minor	17.61
09130 - Upholsterer	19.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.73
11090 - Gardener	15.25
11122 - Housekeeping Aide	10.00
11150 - Janitor	10.00
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	9.35
11260 - Pruner	10.97
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	11.07
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.61
12012 - Certified Occupational Therapist Assistant	35.09
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	37.46
12030 - EKG Technician	28.74
12035 - Electroneurodiagnostic Technologist	28.74
12040 - Emergency Medical Technician	15.93
12071 - Licensed Practical Nurse I	15.74
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	14.60
12130 - Medical Laboratory Technician	23.56
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	15.74
12210 - Nuclear Medicine Technologist	38.69
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	20.27
12236 - Optical Technician	15.74
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	26.92
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23

12313 - Registered Nurse II Specialist		30.23
12314 - Registered Nurse III		36.57
12315 - Registered Nurse III Anesthetist		36.57
12316 - Registered Nurse IV		43.84
12317 - Scheduler (Drug and Alcohol Testing)		21.81
12320 - Substance Abuse Treatment Counselor		21.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.46
13012 - Exhibits Specialist II		22.87
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		18.46
13042 - Illustrator II		22.87
13043 - Illustrator III		27.97
13047 - Librarian		25.33
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		22.87
13058 - Library Technician		16.08
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.57
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.84
13090 - Technical Order Library Clerk		15.18
13110 - Video Teleconference Technician		16.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	22.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		26.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.30
15020 - Aircrew Training Devices Instructor (Rated)		34.24
15030 - Air Crew Training Devices Instructor (Pilot)		41.04
15050 - Computer Based Training Specialist / Instructor		28.30
15060 - Educational Technologist		31.76

15070 - Flight Instructor (Pilot) 41.04
15080 - Graphic Artist 21.81
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.04
15086 - Maintenance Test Pilot Rotary Wing 41.04
15088 - Non-Maintenance Test/Co-Pilot 41.04
15090 - Technical Instructor 24.77
15095 - Technical Instructor/Course Developer 30.29
15110 - Test Proctor 20.00
15120 - Tutor 20.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.11
19040 - Tool And Die Maker 27.65
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.41
21030 - Material Coordinator 22.16
21040 - Material Expediter 22.16
21050 - Material Handling Laborer 12.33
21071 - Order Filler 12.14
21080 - Production Line Worker (Food Processing) 17.41
21110 - Shipping Packer 14.96
21130 - Shipping/Receiving Clerk 14.96
21140 - Store Worker I 13.14
21150 - Stock Clerk 17.50
21210 - Tools And Parts Attendant 17.41
21410 - Warehouse Specialist 17.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.42
23019 - Aircraft Logs and Records Technician 20.54
23021 - Aircraft Mechanic I 24.26
23022 - Aircraft Mechanic II 25.42
23023 - Aircraft Mechanic III 26.59
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.11
23060 - Aircraft Servicer 20.54
23070 - Aircraft Survival Flight Equipment Technician 23.11
23080 - Aircraft Worker 21.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.83

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.26
23110 - Appliance Mechanic	20.47
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	33.74
23130 - Carpenter Maintenance	18.27
23140 - Carpet Layer	21.83
23160 - Electrician Maintenance	23.76
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.45
23183 - Electronics Technician Maintenance III	27.76
23260 - Fabric Worker	20.54
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System Mechanic	24.26
23312 - Fuel Distribution System Operator	19.32
23370 - General Maintenance Worker	18.00
23380 - Ground Support Equipment Mechanic	24.26
23381 - Ground Support Equipment Servicer	20.54
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	19.32
23392 - Gunsmith II	21.83
23393 - Gunsmith III	24.26
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.68
23430 - Heavy Equipment Mechanic	26.22
23440 - Heavy Equipment Operator	18.66
23460 - Instrument Mechanic	24.26
23465 - Laboratory/Shelter Mechanic	23.11
23470 - Laborer	12.33
23510 - Locksmith	23.11
23530 - Machinery Maintenance Mechanic	24.05
23550 - Machinist Maintenance	24.52
23580 - Maintenance Trades Helper	12.54
23591 - Metrology Technician I	24.26
23592 - Metrology Technician II	25.42
23593 - Metrology Technician III	26.59
23640 - Millwright	22.84
23710 - Office Appliance Repairer	23.11
23760 - Painter Maintenance	16.37
23790 - Pipefitter Maintenance	22.86
23810 - Plumber Maintenance	21.78
23820 - Pneudraulic Systems Mechanic	24.26
23850 - Rigger	24.26
23870 - Scale Mechanic	21.83
23890 - Sheet-Metal Worker Maintenance	18.56
23910 - Small Engine Mechanic	21.83
23931 - Telecommunications Mechanic I	30.23

23932 - Telecommunications Mechanic II	31.68
23950 - Telephone Lineman	35.60
23960 - Welder Combination Maintenance	19.48
23965 - Well Driller	24.26
23970 - Woodcraft Worker	24.26
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	11.23
24610 - Chore Aide	9.69
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.66
25040 - Sewage Plant Operator	19.67
25070 - Stationary Engineer	25.66
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	19.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	15.97
27008 - Corrections Officer	17.35
27010 - Court Security Officer	19.69
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	17.35
27070 - Firefighter	22.44
27101 - Guard I	15.97
27102 - Guard II	17.87
27131 - Police Officer I	19.54
27132 - Police Officer II	21.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.74
28210 - Gate Attendant/Gate Tender	14.25
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.95
28510 - Recreation Aide/Health Facility Attendant	11.64
28515 - Recreation Specialist	19.75
28630 - Sports Official	12.70
28690 - Swimming Pool Operator	19.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.00
29020 - Hatch Tender	24.00
29030 - Line Handler	24.00
29041 - Stevedore I	22.58
29042 - Stevedore II	25.40
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.06
30022 - Archeological Technician II 20.21
30023 - Archeological Technician III 25.03
30030 - Cartographic Technician 25.03
30040 - Civil Engineering Technician 25.03
30051 - Cryogenic Technician I 27.73
30052 - Cryogenic Technician II 30.62
30061 - Drafter/CAD Operator I 18.06
30062 - Drafter/CAD Operator II 20.21
30063 - Drafter/CAD Operator III 22.52
30064 - Drafter/CAD Operator IV 27.73
30081 - Engineering Technician I 15.84
30082 - Engineering Technician II 17.78
30083 - Engineering Technician III 19.90
30084 - Engineering Technician IV 24.64
30085 - Engineering Technician V 30.15
30086 - Engineering Technician VI 36.48
30090 - Environmental Technician 25.03
30095 - Evidence Control Specialist 25.03
30210 - Laboratory Technician 22.52
30221 - Latent Fingerprint Technician I 27.73
30222 - Latent Fingerprint Technician II 30.62
30240 - Mathematical Technician 25.03
30361 - Paralegal/Legal Assistant I 18.99
30362 - Paralegal/Legal Assistant II 23.51
30363 - Paralegal/Legal Assistant III 28.77
30364 - Paralegal/Legal Assistant IV 34.80
30375 - Petroleum Supply Specialist 30.62
30390 - Photo-Optics Technician 25.03
30395 - Radiation Control Technician 30.62
30461 - Technical Writer I 25.03
30462 - Technical Writer II 30.62
30463 - Technical Writer III 37.05
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.73
30502 - Weather Forecaster II 33.72
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.52
30621 - Weather Observer Senior (see 2) 25.03
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.08
31030 - Bus Driver 16.04

31043 - Driver Courier	12.99
31260 - Parking and Lot Attendant	12.71
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	13.89
31362 - Truckdriver Medium	14.77
31363 - Truckdriver Heavy	19.97
31364 - Truckdriver Tractor-Trailer	19.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.53
99050 - Desk Clerk	10.14
99095 - Embalmer	29.37
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.26
99252 - Laboratory Animal Caretaker II	13.11
99260 - Marketing Analyst	22.66
99310 - Mortician	29.37
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	16.12
99711 - Recycling Specialist	18.90
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	20.18
99831 - Surveying Aide	12.21
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.90
99841 - Vending Machine Repairer	22.53
99842 - Vending Machine Repairer Helper	18.90

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4327
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Accomack Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.52
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.49
01020 - Administrative Assistant		30.16
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		13.92
01052 - Data Entry Operator II		15.19
01060 - Dispatcher Motor Vehicle		18.11
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		14.38
01112 - General Clerk II		15.69

01113 - General Clerk III 17.63
01120 - Housing Referral Assistant 21.26
01141 - Messenger Courier 13.34
01191 - Order Clerk I 13.92
01192 - Order Clerk II 15.19
01261 - Personnel Assistant (Employment) I 19.28
01262 - Personnel Assistant (Employment) II 21.57
01263 - Personnel Assistant (Employment) III 24.03
01270 - Production Control Clerk 28.92
01290 - Rental Clerk 15.47
01300 - Scheduler Maintenance 17.06
01311 - Secretary I 17.06
01312 - Secretary II 19.08
01313 - Secretary III 21.26
01320 - Service Order Dispatcher 17.66
01410 - Supply Technician 30.16
01420 - Survey Worker 16.49
01460 - Switchboard Operator/Receptionist 13.68
01531 - Travel Clerk I 12.71
01532 - Travel Clerk II 13.62
01533 - Travel Clerk III 14.42
01611 - Word Processor I 15.19
01612 - Word Processor II 17.06
01613 - Word Processor III 19.08
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.46
05010 - Automotive Electrician 19.80
05040 - Automotive Glass Installer 18.70
05070 - Automotive Worker 18.70
05110 - Mobile Equipment Servicer 16.42
05130 - Motor Equipment Metal Mechanic 20.81
05160 - Motor Equipment Metal Worker 18.70
05190 - Motor Vehicle Mechanic 20.81
05220 - Motor Vehicle Mechanic Helper 15.26
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.70
05310 - Painter Automotive 19.80
05340 - Radiator Repair Specialist 18.70
05370 - Tire Repairer 16.29
05400 - Transmission Repair Specialist 20.81
07000 - Food Preparation And Service Occupations
07010 - Baker 17.84
07041 - Cook I 12.90
07042 - Cook II 14.55
07070 - Dishwasher 9.28
07130 - Food Service Worker 11.04
07210 - Meat Cutter 17.84
07260 - Waiter/Waitress 9.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.06

09040 - Furniture Handler 14.17
09080 - Furniture Refinisher 21.07
09090 - Furniture Refinisher Helper 16.96
09110 - Furniture Repairer Minor 19.53
09130 - Upholsterer 21.57
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.05
11060 - Elevator Operator 11.47
11090 - Gardener 17.25
11122 - Housekeeping Aide 11.47
11150 - Janitor 11.47
11210 - Laborer Grounds Maintenance 13.37
11240 - Maid or Houseman 11.18
11260 - Pruner 12.04
11270 - Tractor Operator 16.00
11330 - Trail Maintenance Worker 13.37
11360 - Window Cleaner 12.80
12000 - Health Occupations
12010 - Ambulance Driver 18.03
12011 - Breath Alcohol Technician 20.91
12012 - Certified Occupational Therapist Assistant 30.20
12015 - Certified Physical Therapist Assistant 28.28
12020 - Dental Assistant 18.77
12025 - Dental Hygienist 42.08
12030 - EKG Technician 30.32
12035 - Electroneurodiagnostic Technologist 30.32
12040 - Emergency Medical Technician 18.03
12071 - Licensed Practical Nurse I 18.70
12072 - Licensed Practical Nurse II 20.91
12073 - Licensed Practical Nurse III 23.31
12100 - Medical Assistant 16.56
12130 - Medical Laboratory Technician 23.98
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 22.67
12195 - Medical Transcriptionist 17.89
12210 - Nuclear Medicine Technologist 43.97
12221 - Nursing Assistant I 12.91
12222 - Nursing Assistant II 14.52
12223 - Nursing Assistant III 15.85
12224 - Nursing Assistant IV 17.80
12235 - Optical Dispenser 20.01
12236 - Optical Technician 18.58
12250 - Pharmacy Technician 14.87
12280 - Phlebotomist 17.89
12305 - Radiologic Technologist 30.83
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80
12315 - Registered Nurse III Anesthetist 35.80

12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.90
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.58
13013 - Exhibits Specialist III		30.07
13041 - Illustrator I		19.84
13042 - Illustrator II		24.58
13043 - Illustrator III		29.43
13047 - Librarian		26.65
13050 - Library Aide/Clerk		13.14
13054 - Library Information Technology Systems Administrator		24.05
13058 - Library Technician		18.37
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.43
13063 - Media Specialist III		21.65
13071 - Photographer I		16.43
13072 - Photographer II		18.63
13073 - Photographer III		22.75
13074 - Photographer IV		27.83
13075 - Photographer V		33.68
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.33
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	22.50
14072 - Computer Programmer II	(see 1)	25.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.33
14160 - Personal Computer Support Technician		19.99
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.91
15020 - Aircrew Training Devices Instructor (Rated)		37.40
15030 - Air Crew Training Devices Instructor (Pilot)		44.82
15050 - Computer Based Training Specialist / Instructor		30.91
15060 - Educational Technologist		33.43
15070 - Flight Instructor (Pilot)		44.82
15080 - Graphic Artist		23.28
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.82

15086 - Maintenance Test Pilot Rotary Wing 44.82
15088 - Non-Maintenance Test/Co-Pilot 44.82
15090 - Technical Instructor 32.70
15095 - Technical Instructor/Course Developer 40.03
15110 - Test Proctor 26.39
15120 - Tutor 26.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 12.62
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 13.53
16220 - Tailor 14.49
16250 - Washer Machine 10.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.20
19040 - Tool And Die Maker 27.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.67
21030 - Material Coordinator 28.92
21040 - Material Expediter 28.92
21050 - Material Handling Laborer 13.93
21071 - Order Filler 12.34
21080 - Production Line Worker (Food Processing) 14.67
21110 - Shipping Packer 16.19
21130 - Shipping/Receiving Clerk 16.19
21140 - Store Worker I 14.18
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 14.67
21410 - Warehouse Specialist 14.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.57
23019 - Aircraft Logs and Records Technician 20.55
23021 - Aircraft Mechanic I 24.37
23022 - Aircraft Mechanic II 25.57
23023 - Aircraft Mechanic III 26.77
23040 - Aircraft Mechanic Helper 17.85
23050 - Aircraft Painter 23.20
23060 - Aircraft Servicer 20.55
23070 - Aircraft Survival Flight Equipment Technician 23.20
23080 - Aircraft Worker 21.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.37
23110 - Appliance Mechanic 23.20

23120 - Bicycle Repairer 19.24
23125 - Cable Splicer 33.30
23130 - Carpenter Maintenance 18.76
23140 - Carpet Layer 21.91
23160 - Electrician Maintenance 23.13
23181 - Electronics Technician Maintenance I 22.30
23182 - Electronics Technician Maintenance II 26.13
23183 - Electronics Technician Maintenance III 28.17
23260 - Fabric Worker 20.55
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 19.24
23311 - Fuel Distribution System Mechanic 24.37
23312 - Fuel Distribution System Operator 19.24
23370 - General Maintenance Worker 17.64
23380 - Ground Support Equipment Mechanic 24.37
23381 - Ground Support Equipment Servicer 20.55
23382 - Ground Support Equipment Worker 21.91
23391 - Gunsmith I 19.24
23392 - Gunsmith II 21.91
23393 - Gunsmith III 24.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.77
23430 - Heavy Equipment Mechanic 24.37
23440 - Heavy Equipment Operator 19.95
23460 - Instrument Mechanic 24.37
23465 - Laboratory/Shelter Mechanic 23.20
23470 - Laborer 13.93
23510 - Locksmith 23.20
23530 - Machinery Maintenance Mechanic 25.86
23550 - Machinist Maintenance 24.37
23580 - Maintenance Trades Helper 13.56
23591 - Metrology Technician I 24.37
23592 - Metrology Technician II 25.57
23593 - Metrology Technician III 26.77
23640 - Millwright 24.37
23710 - Office Appliance Repairer 23.20
23760 - Painter Maintenance 20.98
23790 - Pipefitter Maintenance 25.00
23810 - Plumber Maintenance 23.80
23820 - Pneudraulic Systems Mechanic 24.37
23850 - Rigger 24.37
23870 - Scale Mechanic 21.91
23890 - Sheet-Metal Worker Maintenance 24.37
23910 - Small Engine Mechanic 20.83
23931 - Telecommunications Mechanic I 33.24
23932 - Telecommunications Mechanic II 34.87
23950 - Telephone Lineman 30.36
23960 - Welder Combination Maintenance 22.07

23965 - Well Driller	26.29
23970 - Woodcraft Worker	24.37
23980 - Woodworker	19.24
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	10.24
24580 - Child Care Center Clerk	12.76
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	14.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	17.74
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	16.96
25210 - Water Treatment Plant Operator	17.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	13.94
27008 - Corrections Officer	18.59
27010 - Court Security Officer	20.81
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	18.59
27070 - Firefighter	20.76
27101 - Guard I	13.94
27102 - Guard II	15.60
27131 - Police Officer I	23.01
27132 - Police Officer II	25.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.96
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.64
28210 - Gate Attendant/Gate Tender	14.32
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.26
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	14.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.91
29020 - Hatch Tender	21.91
29030 - Line Handler	21.91
29041 - Stevedore I	20.55
29042 - Stevedore II	23.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

30021 - Archeological Technician I		22.94
30022 - Archeological Technician II		25.66
30023 - Archeological Technician III		31.78
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		27.82
30051 - Cryogenic Technician I		35.20
30052 - Cryogenic Technician II		38.88
30061 - Drafter/CAD Operator I		22.94
30062 - Drafter/CAD Operator II		25.66
30063 - Drafter/CAD Operator III		28.60
30064 - Drafter/CAD Operator IV		35.20
30081 - Engineering Technician I		20.43
30082 - Engineering Technician II		22.94
30083 - Engineering Technician III		25.66
30084 - Engineering Technician IV		31.78
30085 - Engineering Technician V		38.88
30086 - Engineering Technician VI		47.05
30090 - Environmental Technician		31.78
30095 - Evidence Control Specialist		31.78
30210 - Laboratory Technician		28.60
30221 - Latent Fingerprint Technician I		35.20
30222 - Latent Fingerprint Technician II		38.88
30240 - Mathematical Technician		30.58
30361 - Paralegal/Legal Assistant I		20.86
30362 - Paralegal/Legal Assistant II		25.82
30363 - Paralegal/Legal Assistant III		31.59
30364 - Paralegal/Legal Assistant IV		38.21
30375 - Petroleum Supply Specialist		38.88
30390 - Photo-Optics Technician		31.78
30395 - Radiation Control Technician		38.88
30461 - Technical Writer I		23.96
30462 - Technical Writer II		29.31
30463 - Technical Writer III		35.47
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		35.20
30502 - Weather Forecaster II		42.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	28.60
30621 - Weather Observer Senior	(see 2)	31.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		14.54
31030 - Bus Driver		20.04
31043 - Driver Courier		16.26
31260 - Parking and Lot Attendant		13.10
31290 - Shuttle Bus Driver		17.53

31310 - Taxi Driver	15.26
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	10.45
99050 - Desk Clerk	11.20
99095 - Embalmer	28.81
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.34
99260 - Marketing Analyst	26.67
99310 - Mortician	28.81
99410 - Pest Controller	19.61
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.48
99730 - Refuse Collector	13.12
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	15.60
99830 - Survey Party Chief	21.18
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	20.32
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	20.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4328
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Accomack Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.95
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		27.72
01035 - Court Reporter		18.76
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		13.69
01052 - Data Entry Operator II		14.94
01060 - Dispatcher Motor Vehicle		18.11
01070 - Document Preparation Clerk		14.94

01090 - Duplicating Machine Operator 14.94
01111 - General Clerk I 13.29
01112 - General Clerk II 14.51
01113 - General Clerk III 16.28
01120 - Housing Referral Assistant 20.91
01141 - Messenger Courier 13.34
01191 - Order Clerk I 13.69
01192 - Order Clerk II 14.94
01261 - Personnel Assistant (Employment) I 19.28
01262 - Personnel Assistant (Employment) II 21.57
01263 - Personnel Assistant (Employment) III 24.03
01270 - Production Control Clerk 26.29
01290 - Rental Clerk 15.47
01300 - Scheduler Maintenance 16.77
01311 - Secretary I 16.77
01312 - Secretary II 18.76
01313 - Secretary III 20.91
01320 - Service Order Dispatcher 17.66
01410 - Supply Technician 27.72
01420 - Survey Worker 14.99
01460 - Switchboard Operator/Receptionist 12.99
01531 - Travel Clerk I 12.38
01532 - Travel Clerk II 13.31
01533 - Travel Clerk III 14.18
01611 - Word Processor I 14.94
01612 - Word Processor II 16.77
01613 - Word Processor III 18.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.46
05010 - Automotive Electrician 19.80
05040 - Automotive Glass Installer 18.70
05070 - Automotive Worker 18.70
05110 - Mobile Equipment Servicer 16.42
05130 - Motor Equipment Metal Mechanic 20.81
05160 - Motor Equipment Metal Worker 18.70
05190 - Motor Vehicle Mechanic 20.81
05220 - Motor Vehicle Mechanic Helper 15.26
05250 - Motor Vehicle Upholstery Worker 17.54
05280 - Motor Vehicle Wrecker 18.70
05310 - Painter Automotive 19.80
05340 - Radiator Repair Specialist 18.70
05370 - Tire Repairer 15.19
05400 - Transmission Repair Specialist 20.81
07000 - Food Preparation And Service Occupations
07010 - Baker 17.05
07041 - Cook I 11.73
07042 - Cook II 13.23
07070 - Dishwasher 8.89
07130 - Food Service Worker 10.42
07210 - Meat Cutter 16.74

07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.06
09040 - Furniture Handler	14.17
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	11.47
11090 - Gardener	17.25
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	10.71
11260 - Pruner	12.04
11270 - Tractor Operator	16.00
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	18.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	27.45
12015 - Certified Physical Therapist Assistant	26.98
12020 - Dental Assistant	18.48
12025 - Dental Hygienist	42.08
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.03
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.97
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	18.19
12236 - Optical Technician	16.89
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	28.03
12311 - Registered Nurse I	23.36
12312 - Registered Nurse II	28.57

12313 - Registered Nurse II Specialist		28.57
12314 - Registered Nurse III		34.57
12315 - Registered Nurse III Anesthetist		34.57
12316 - Registered Nurse IV		41.44
12317 - Scheduler (Drug and Alcohol Testing)		23.82
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.58
13013 - Exhibits Specialist III		30.07
13041 - Illustrator I		19.84
13042 - Illustrator II		24.58
13043 - Illustrator III		29.43
13047 - Librarian		26.65
13050 - Library Aide/Clerk		12.60
13054 - Library Information Technology Systems Administrator		24.05
13058 - Library Technician		17.70
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.43
13063 - Media Specialist III		21.65
13071 - Photographer I		16.10
13072 - Photographer II		18.63
13073 - Photographer III		21.92
13074 - Photographer IV		26.80
13075 - Photographer V		32.43
13090 - Technical Order Library Clerk		16.12
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.33
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	22.50
14072 - Computer Programmer II	(see 1)	25.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.33
14160 - Personal Computer Support Technician		19.99
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.11
15020 - Aircrew Training Devices Instructor (Rated)		36.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.66
15050 - Computer Based Training Specialist / Instructor		30.11
15060 - Educational Technologist		30.77

15070 - Flight Instructor (Pilot) 43.66
15080 - Graphic Artist 23.28
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.66
15086 - Maintenance Test Pilot Rotary Wing 43.66
15088 - Non-Maintenance Test/Co-Pilot 43.66
15090 - Technical Instructor 29.73
15095 - Technical Instructor/Course Developer 36.39
15110 - Test Proctor 23.99
15120 - Tutor 23.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 12.23
16070 - Finisher Flatwork Machine 9.54
16090 - Presser Hand 9.54
16110 - Presser Machine Drycleaning 9.54
16130 - Presser Machine Shirts 9.54
16160 - Presser Machine Wearing Apparel Laundry 9.54
16190 - Sewing Machine Operator 13.11
16220 - Tailor 14.05
16250 - Washer Machine 10.44
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.10
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.02
21030 - Material Coordinator 26.29
21040 - Material Expediter 26.29
21050 - Material Handling Laborer 13.06
21071 - Order Filler 12.34
21080 - Production Line Worker (Food Processing) 14.02
21110 - Shipping Packer 14.72
21130 - Shipping/Receiving Clerk 14.72
21140 - Store Worker I 13.84
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 14.02
21410 - Warehouse Specialist 14.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.65
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 23.51
23022 - Aircraft Mechanic II 24.65
23023 - Aircraft Mechanic III 25.67
23040 - Aircraft Mechanic Helper 17.54
23050 - Aircraft Painter 22.42
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 22.42
23080 - Aircraft Worker 21.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.12

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.51
23110 - Appliance Mechanic 22.06
23120 - Bicycle Repairer 17.81
23125 - Cable Splicer 33.30
23130 - Carpenter Maintenance 18.70
23140 - Carpet Layer 20.83
23160 - Electrician Maintenance 23.13
23181 - Electronics Technician Maintenance I 22.30
23182 - Electronics Technician Maintenance II 26.13
23183 - Electronics Technician Maintenance III 28.17
23260 - Fabric Worker 19.53
23290 - Fire Alarm System Mechanic 23.17
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 23.17
23312 - Fuel Distribution System Operator 18.29
23370 - General Maintenance Worker 16.86
23380 - Ground Support Equipment Mechanic 23.51
23381 - Ground Support Equipment Servicer 20.16
23382 - Ground Support Equipment Worker 21.12
23391 - Gunsmith I 18.29
23392 - Gunsmith II 20.83
23393 - Gunsmith III 23.17
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.77
23430 - Heavy Equipment Mechanic 23.17
23440 - Heavy Equipment Operator 19.95
23460 - Instrument Mechanic 23.17
23465 - Laboratory/Shelter Mechanic 22.06
23470 - Laborer 13.06
23510 - Locksmith 22.06
23530 - Machinery Maintenance Mechanic 24.47
23550 - Machinist Maintenance 23.17
23580 - Maintenance Trades Helper 13.56
23591 - Metrology Technician I 23.17
23592 - Metrology Technician II 24.30
23593 - Metrology Technician III 25.44
23640 - Millwright 23.17
23710 - Office Appliance Repairer 22.06
23760 - Painter Maintenance 20.98
23790 - Pipefitter Maintenance 24.13
23810 - Plumber Maintenance 22.98
23820 - Pneudraulic Systems Mechanic 23.17
23850 - Rigger 23.17
23870 - Scale Mechanic 20.83
23890 - Sheet-Metal Worker Maintenance 23.17
23910 - Small Engine Mechanic 20.83
23931 - Telecommunications Mechanic I 31.74

23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	27.60
23960 - Welder Combination Maintenance	20.06
23965 - Well Driller	26.29
23970 - Woodcraft Worker	23.17
23980 - Woodworker	18.29
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.70
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	14.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	16.96
25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.78
27007 - Baggage Inspector	13.94
27008 - Corrections Officer	17.49
27010 - Court Security Officer	18.92
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	17.49
27070 - Firefighter	20.71
27101 - Guard I	13.94
27102 - Guard II	15.60
27131 - Police Officer I	20.92
27132 - Police Officer II	23.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.96
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.64
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	16.60
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	14.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.83
29020 - Hatch Tender	20.83
29030 - Line Handler	20.83
29041 - Stevedore I	19.53
29042 - Stevedore II	22.06
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.33
30021 - Archeological Technician I 22.06
30022 - Archeological Technician II 24.69
30023 - Archeological Technician III 30.58
30030 - Cartographic Technician 30.58
30040 - Civil Engineering Technician 27.82
30051 - Cryogenic Technician I 33.86
30052 - Cryogenic Technician II 37.39
30061 - Drafter/CAD Operator I 22.06
30062 - Drafter/CAD Operator II 24.69
30063 - Drafter/CAD Operator III 27.51
30064 - Drafter/CAD Operator IV 33.86
30081 - Engineering Technician I 18.84
30082 - Engineering Technician II 21.68
30083 - Engineering Technician III 24.24
30084 - Engineering Technician IV 30.04
30085 - Engineering Technician V 36.75
30086 - Engineering Technician VI 43.33
30090 - Environmental Technician 30.58
30095 - Evidence Control Specialist 30.58
30210 - Laboratory Technician 26.53
30221 - Latent Fingerprint Technician I 33.86
30222 - Latent Fingerprint Technician II 37.39
30240 - Mathematical Technician 30.58
30361 - Paralegal/Legal Assistant I 18.96
30362 - Paralegal/Legal Assistant II 23.47
30363 - Paralegal/Legal Assistant III 28.72
30364 - Paralegal/Legal Assistant IV 34.74
30375 - Petroleum Supply Specialist 37.39
30390 - Photo-Optics Technician 30.58
30395 - Radiation Control Technician 37.39
30461 - Technical Writer I 23.51
30462 - Technical Writer II 28.75
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 33.86
30502 - Weather Forecaster II 41.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.51
30621 - Weather Observer Senior (see 2) 30.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.73
31020 - Bus Aide 14.54
31030 - Bus Driver 20.04

31043 - Driver Courier	16.26
31260 - Parking and Lot Attendant	13.10
31290 - Shuttle Bus Driver	17.53
31310 - Taxi Driver	15.26
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	9.92
99050 - Desk Clerk	10.73
99095 - Embalmer	27.58
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.36
99252 - Laboratory Animal Caretaker II	13.34
99260 - Marketing Analyst	26.67
99310 - Mortician	27.58
99410 - Pest Controller	17.83
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.48
99730 - Refuse Collector	13.12
99810 - Sales Clerk	11.40
99820 - School Crossing Guard	15.23
99830 - Survey Party Chief	19.30
99831 - Surveying Aide	12.65
99832 - Surveying Technician	17.32
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.78
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4329
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of King George

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.52
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		19.66
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24

01113 - General Clerk III 18.74
01120 - Housing Referral Assistant 25.29
01141 - Messenger Courier 13.67
01191 - Order Clerk I 15.12
01192 - Order Clerk II 16.50
01261 - Personnel Assistant (Employment) I 19.97
01262 - Personnel Assistant (Employment) II 22.35
01263 - Personnel Assistant (Employment) III 24.92
01270 - Production Control Clerk 29.30
01290 - Rental Clerk 16.91
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 13.29
01532 - Travel Clerk II 14.36
01533 - Travel Clerk III 15.49
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.26
05010 - Automotive Electrician 23.51
05040 - Automotive Glass Installer 22.15
05070 - Automotive Worker 22.15
05110 - Mobile Equipment Servicer 19.04
05130 - Motor Equipment Metal Mechanic 24.78
05160 - Motor Equipment Metal Worker 22.15
05190 - Motor Vehicle Mechanic 24.78
05220 - Motor Vehicle Mechanic Helper 18.49
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 16.42
05400 - Transmission Repair Specialist 24.78
07000 - Food Preparation And Service Occupations
07010 - Baker 17.84
07041 - Cook I 13.31
07042 - Cook II 15.16
07070 - Dishwasher 10.11
07130 - Food Service Worker 11.04
07210 - Meat Cutter 18.08
07260 - Waiter/Waitress 9.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.06

09040 - Furniture Handler 14.69
09080 - Furniture Refinisher 22.25
09090 - Furniture Refinisher Helper 17.07
09110 - Furniture Repairer Minor 19.73
09130 - Upholsterer 22.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.05
11060 - Elevator Operator 11.83
11090 - Gardener 17.52
11122 - Housekeeping Aide 11.83
11150 - Janitor 11.83
11210 - Laborer Grounds Maintenance 13.37
11240 - Maid or Houseman 11.26
11260 - Pruner 12.04
11270 - Tractor Operator 16.04
11330 - Trail Maintenance Worker 13.37
11360 - Window Cleaner 12.85
12000 - Health Occupations
12010 - Ambulance Driver 20.41
12011 - Breath Alcohol Technician 20.91
12012 - Certified Occupational Therapist Assistant 30.20
12015 - Certified Physical Therapist Assistant 28.28
12020 - Dental Assistant 18.77
12025 - Dental Hygienist 49.23
12030 - EKG Technician 30.44
12035 - Electroneurodiagnostic Technologist 30.44
12040 - Emergency Medical Technician 20.41
12071 - Licensed Practical Nurse I 19.07
12072 - Licensed Practical Nurse II 21.35
12073 - Licensed Practical Nurse III 24.13
12100 - Medical Assistant 16.56
12130 - Medical Laboratory Technician 21.82
12160 - Medical Record Clerk 17.42
12190 - Medical Record Technician 22.67
12195 - Medical Transcriptionist 18.77
12210 - Nuclear Medicine Technologist 43.97
12221 - Nursing Assistant I 12.91
12222 - Nursing Assistant II 14.52
12223 - Nursing Assistant III 15.85
12224 - Nursing Assistant IV 17.80
12235 - Optical Dispenser 20.91
12236 - Optical Technician 17.89
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 17.89
12305 - Radiologic Technologist 31.69
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)		24.78
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.73
13072 - Photographer II		19.84
13073 - Photographer III		24.58
13074 - Photographer IV		30.07
13075 - Photographer V		36.38
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
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		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.82

15086 - Maintenance Test Pilot Rotary Wing 44.82
15088 - Non-Maintenance Test/Co-Pilot 44.82
15090 - Technical Instructor 33.66
15095 - Technical Instructor/Course Developer 41.17
15110 - Test Proctor 27.17
15120 - Tutor 27.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.88
16030 - Counter Attendant 9.88
16040 - Dry Cleaner 12.94
16070 - Finisher Flatwork Machine 9.88
16090 - Presser Hand 9.88
16110 - Presser Machine Drycleaning 9.88
16130 - Presser Machine Shirts 9.88
16160 - Presser Machine Wearing Apparel Laundry 9.88
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.66
16250 - Washer Machine 10.88
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.20
19040 - Tool And Die Maker 27.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 29.30
21040 - Material Expediter 29.30
21050 - Material Handling Laborer 13.93
21071 - Order Filler 15.09
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 16.60
21130 - Shipping/Receiving Clerk 16.60
21140 - Store Worker I 14.18
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.21
23019 - Aircraft Logs and Records Technician 20.55
23021 - Aircraft Mechanic I 25.83
23022 - Aircraft Mechanic II 27.21
23023 - Aircraft Mechanic III 28.53
23040 - Aircraft Mechanic Helper 17.85
23050 - Aircraft Painter 24.73
23060 - Aircraft Servicer 20.55
23070 - Aircraft Survival Flight Equipment Technician 24.73
23080 - Aircraft Worker 21.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.83
23110 - Appliance Mechanic 23.20

23120 - Bicycle Repairer	19.24
23125 - Cable Splicer	33.30
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	21.91
23160 - Electrician Maintenance	30.78
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	20.55
23290 - Fire Alarm System Mechanic	24.37
23310 - Fire Extinguisher Repairer	19.24
23311 - Fuel Distribution System Mechanic	24.37
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	20.55
23382 - Ground Support Equipment Worker	21.91
23391 - Gunsmith I	19.24
23392 - Gunsmith II	21.91
23393 - Gunsmith III	24.37
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	24.37
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.37
23465 - Laboratory/Shelter Mechanic	23.20
23470 - Laborer	14.98
23510 - Locksmith	23.20
23530 - Machinery Maintenance Mechanic	25.86
23550 - Machinist Maintenance	24.37
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.37
23592 - Metrology Technician II	25.57
23593 - Metrology Technician III	26.77
23640 - Millwright	28.19
23710 - Office Appliance Repairer	23.20
23760 - Painter Maintenance	23.02
23790 - Pipefitter Maintenance	25.12
23810 - Plumber Maintenance	23.91
23820 - Pneudraulic Systems Mechanic	24.37
23850 - Rigger	24.37
23870 - Scale Mechanic	21.91
23890 - Sheet-Metal Worker Maintenance	24.37
23910 - Small Engine Mechanic	21.50
23931 - Telecommunications Mechanic I	33.24
23932 - Telecommunications Mechanic II	34.87
23950 - Telephone Lineman	33.16
23960 - Welder Combination Maintenance	22.91

23965 - Well Driller	27.80
23970 - Woodcraft Worker	24.37
23980 - Woodworker	19.24
24000 - Personal Needs Occupations	
24550 - Case Manager	16.90
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	11.23
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	13.94
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	13.94
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

30021 - Archeological Technician I		22.94
30022 - Archeological Technician II		25.66
30023 - Archeological Technician III		31.78
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		28.13
30051 - Cryogenic Technician I		35.20
30052 - Cryogenic Technician II		38.88
30061 - Drafter/CAD Operator I		22.94
30062 - Drafter/CAD Operator II		25.66
30063 - Drafter/CAD Operator III		28.60
30064 - Drafter/CAD Operator IV		35.20
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		31.78
30095 - Evidence Control Specialist		31.78
30210 - Laboratory Technician		28.60
30221 - Latent Fingerprint Technician I		35.20
30222 - Latent Fingerprint Technician II		38.88
30240 - Mathematical Technician		30.58
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		38.88
30390 - Photo-Optics Technician		31.78
30395 - Radiation Control Technician		38.88
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		35.20
30502 - Weather Forecaster II		42.82
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	28.60
30621 - Weather Observer Senior	(see 2)	31.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		14.80
31030 - Bus Driver		20.85
31043 - Driver Courier		16.26
31260 - Parking and Lot Attendant		13.10
31290 - Shuttle Bus Driver		17.53

31310 - Taxi Driver	16.92
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	10.45
99050 - Desk Clerk	11.58
99095 - Embalmer	31.73
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	26.67
99310 - Mortician	31.73
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	15.60
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	20.53
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer Helper	20.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4330
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia County of King George

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		19.66
01070 - Document Preparation Clerk		14.94

01090 - Duplicating Machine Operator	14.94
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.67
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	19.97
01262 - Personnel Assistant (Employment) II	22.35
01263 - Personnel Assistant (Employment) III	24.92
01270 - Production Control Clerk	26.64
01290 - Rental Clerk	16.91
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	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
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	16.42
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.05
07041 - Cook I	13.18
07042 - Cook II	15.01
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08

07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.06
09040 - Furniture Handler	14.69
09080 - Furniture Refinisher	22.25
09090 - Furniture Refinisher Helper	17.07
09110 - Furniture Repairer Minor	19.73
09130 - Upholsterer	22.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	11.83
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	11.26
11260 - Pruner	12.04
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	27.45
12015 - Certified Physical Therapist Assistant	25.93
12020 - Dental Assistant	18.48
12025 - Dental Hygienist	49.23
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	21.82
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	39.97
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	20.17
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	31.11
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)		22.53
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.73
13072 - Photographer II		19.84
13073 - Photographer III		24.58
13074 - Photographer IV		30.07
13075 - Photographer V		36.38
13090 - Technical Order Library Clerk		16.12
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
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		35.31

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 26.80
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.66
15086 - Maintenance Test Pilot Rotary Wing 43.66
15088 - Non-Maintenance Test/Co-Pilot 43.66
15090 - Technical Instructor 31.32
15095 - Technical Instructor/Course Developer 38.30
15110 - Test Proctor 25.29
15120 - Tutor 25.29
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.88
16030 - Counter Attendant 9.88
16040 - Dry Cleaner 12.94
16070 - Finisher Flatwork Machine 9.88
16090 - Presser Hand 9.88
16110 - Presser Machine Drycleaning 9.88
16130 - Presser Machine Shirts 9.88
16160 - Presser Machine Wearing Apparel Laundry 9.88
16190 - Sewing Machine Operator 13.78
16220 - Tailor 14.66
16250 - Washer Machine 10.88
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.78
19040 - Tool And Die Maker 26.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 26.64
21040 - Material Expediter 26.64
21050 - Material Handling Laborer 13.83
21071 - Order Filler 15.09
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 15.09
21130 - Shipping/Receiving Clerk 15.09
21140 - Store Worker I 13.84
21150 - Stock Clerk 18.57
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.21
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 25.83
23022 - Aircraft Mechanic II 27.21
23023 - Aircraft Mechanic III 28.53
23040 - Aircraft Mechanic Helper 17.54
23050 - Aircraft Painter 24.73
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 24.73
23080 - Aircraft Worker 21.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.50

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.83
23110 - Appliance Mechanic 22.78
23120 - Bicycle Repairer 18.29
23125 - Cable Splicer 33.30
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.50
23160 - Electrician Maintenance 30.78
23181 - Electronics Technician Maintenance I 27.43
23182 - Electronics Technician Maintenance II 29.12
23183 - Electronics Technician Maintenance III 30.68
23260 - Fabric Worker 20.16
23290 - Fire Alarm System Mechanic 23.93
23310 - Fire Extinguisher Repairer 18.89
23311 - Fuel Distribution System Mechanic 23.93
23312 - Fuel Distribution System Operator 19.38
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 25.83
23381 - Ground Support Equipment Servicer 20.16
23382 - Ground Support Equipment Worker 21.50
23391 - Gunsmith I 18.89
23392 - Gunsmith II 21.50
23393 - Gunsmith III 23.93
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.89
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 24.00
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.93
23465 - Laboratory/Shelter Mechanic 22.78
23470 - Laborer 14.98
23510 - Locksmith 22.78
23530 - Machinery Maintenance Mechanic 24.47
23550 - Machinist Maintenance 23.93
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 23.93
23592 - Metrology Technician II 25.09
23593 - Metrology Technician III 26.27
23640 - Millwright 28.19
23710 - Office Appliance Repairer 22.96
23760 - Painter Maintenance 23.02
23790 - Pipefitter Maintenance 25.12
23810 - Plumber Maintenance 23.91
23820 - Pneudraulic Systems Mechanic 23.93
23850 - Rigger 23.93
23870 - Scale Mechanic 21.50
23890 - Sheet-Metal Worker Maintenance 23.93
23910 - Small Engine Mechanic 21.50
23931 - Telecommunications Mechanic I 31.74

23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	30.15
23960 - Welder Combination Maintenance	22.91
23965 - Well Driller	27.80
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.89
24000 - Personal Needs Occupations	
24550 - Case Manager	16.90
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	11.23
24620 - Family Readiness And Support Services Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	13.94
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	13.94
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.31
29042 - Stevedore II	24.24
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.33
30021 - Archeological Technician I 22.06
30022 - Archeological Technician II 24.69
30023 - Archeological Technician III 30.58
30030 - Cartographic Technician 30.58
30040 - Civil Engineering Technician 28.13
30051 - Cryogenic Technician I 33.86
30052 - Cryogenic Technician II 37.39
30061 - Drafter/CAD Operator I 22.06
30062 - Drafter/CAD Operator II 24.69
30063 - Drafter/CAD Operator III 27.51
30064 - Drafter/CAD Operator IV 33.86
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 30.58
30095 - Evidence Control Specialist 30.58
30210 - Laboratory Technician 27.51
30221 - Latent Fingerprint Technician I 33.86
30222 - Latent Fingerprint Technician II 37.39
30240 - Mathematical Technician 30.58
30361 - Paralegal/Legal Assistant I 21.36
30362 - Paralegal/Legal Assistant II 26.47
30363 - Paralegal/Legal Assistant III 32.36
30364 - Paralegal/Legal Assistant IV 39.16
30375 - Petroleum Supply Specialist 37.39
30390 - Photo-Optics Technician 30.58
30395 - Radiation Control Technician 37.39
30461 - Technical Writer I 24.12
30462 - Technical Writer II 29.52
30463 - Technical Writer III 35.72
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 33.86
30502 - Weather Forecaster II 41.19
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 27.51
30621 - Weather Observer Senior (see 2) 30.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.73
31020 - Bus Aide 14.80
31030 - Bus Driver 20.85

31043 - Driver Courier	16.26
31260 - Parking and Lot Attendant	13.10
31290 - Shuttle Bus Driver	17.53
31310 - Taxi Driver	16.92
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	31.73
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	26.67
99310 - Mortician	31.73
99410 - Pest Controller	21.41
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	15.23
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	24.85
99842 - Vending Machine Repairer Helper	20.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4331
Revision No.: 15
Date Of Last Revision: 04/15/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Essex King and Queen Lancaster Middlesex Northumberland Richmond Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.52
01012 - Accounting Clerk II		17.43
01013 - Accounting Clerk III		19.49
01020 - Administrative Assistant		30.16
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		13.92
01052 - Data Entry Operator II		15.19
01060 - Dispatcher Motor Vehicle		18.37
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		14.38

01112 - General Clerk II	15.69
01113 - General Clerk III	17.63
01120 - Housing Referral Assistant	21.26
01141 - Messenger Courier	13.67
01191 - Order Clerk I	15.00
01192 - Order Clerk II	16.38
01261 - Personnel Assistant (Employment) I	19.28
01262 - Personnel Assistant (Employment) II	21.57
01263 - Personnel Assistant (Employment) III	24.03
01270 - Production Control Clerk	29.30
01290 - Rental Clerk	16.91
01300 - Scheduler Maintenance	17.06
01311 - Secretary I	17.06
01312 - Secretary II	19.08
01313 - Secretary III	21.26
01320 - Service Order Dispatcher	16.34
01410 - Supply Technician	30.16
01420 - Survey Worker	19.08
01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	15.19
01612 - Word Processor II	17.06
01613 - Word Processor III	19.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.38
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	16.42
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.84
07041 - Cook I	12.44
07042 - Cook II	14.17
07070 - Dishwasher	9.28
07130 - Food Service Worker	11.04
07210 - Meat Cutter	17.84
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	

09010 - Electrostatic Spray Painter 22.06
09040 - Furniture Handler 14.69
09080 - Furniture Refinisher 22.06
09090 - Furniture Refinisher Helper 17.54
09110 - Furniture Repairer Minor 19.66
09130 - Upholsterer 22.06
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.05
11060 - Elevator Operator 11.73
11090 - Gardener 17.25
11122 - Housekeeping Aide 11.73
11150 - Janitor 11.73
11210 - Laborer Grounds Maintenance 13.37
11240 - Maid or Houseman 11.18
11260 - Pruner 12.04
11270 - Tractor Operator 16.00
11330 - Trail Maintenance Worker 13.37
11360 - Window Cleaner 12.80
12000 - Health Occupations
12010 - Ambulance Driver 18.19
12011 - Breath Alcohol Technician 20.41
12012 - Certified Occupational Therapist Assistant 30.32
12015 - Certified Physical Therapist Assistant 27.84
12020 - Dental Assistant 18.77
12025 - Dental Hygienist 42.08
12030 - EKG Technician 30.32
12035 - Electroneurodiagnostic Technologist 30.32
12040 - Emergency Medical Technician 18.19
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.09
12073 - Licensed Practical Nurse III 23.50
12100 - Medical Assistant 16.56
12130 - Medical Laboratory Technician 21.70
12160 - Medical Record Clerk 16.42
12190 - Medical Record Technician 22.67
12195 - Medical Transcriptionist 17.89
12210 - Nuclear Medicine Technologist 43.97
12221 - Nursing Assistant I 12.91
12222 - Nursing Assistant II 14.52
12223 - Nursing Assistant III 15.85
12224 - Nursing Assistant IV 17.80
12235 - Optical Dispenser 20.91
12236 - Optical Technician 17.89
12250 - Pharmacy Technician 14.87
12280 - Phlebotomist 17.89
12305 - Radiologic Technologist 30.31
12311 - Registered Nurse I 24.18
12312 - Registered Nurse II 29.58
12313 - Registered Nurse II Specialist 29.58
12314 - Registered Nurse III 35.80

12315 - Registered Nurse III Anesthetist		35.80
12316 - Registered Nurse IV		42.90
12317 - Scheduler (Drug and Alcohol Testing)		25.90
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.58
13013 - Exhibits Specialist III		30.07
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		13.14
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		18.37
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		17.36
13072 - Photographer II		19.43
13073 - Photographer III		24.05
13074 - Photographer IV		29.43
13075 - Photographer V		35.60
13090 - Technical Order Library Clerk		16.50
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		33.43
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		24.04

15085 - Maintenance Test Pilot Fixed Jet/Prop 44.82
15086 - Maintenance Test Pilot Rotary Wing 44.82
15088 - Non-Maintenance Test/Co-Pilot 44.82
15090 - Technical Instructor 33.25
15095 - Technical Instructor/Course Developer 40.67
15110 - Test Proctor 26.84
15120 - Tutor 26.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.84
16030 - Counter Attendant 9.84
16040 - Dry Cleaner 12.62
16070 - Finisher Flatwork Machine 9.84
16090 - Presser Hand 9.84
16110 - Presser Machine Drycleaning 9.84
16130 - Presser Machine Shirts 9.84
16160 - Presser Machine Wearing Apparel Laundry 9.84
16190 - Sewing Machine Operator 13.53
16220 - Tailor 14.49
16250 - Washer Machine 10.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.20
19040 - Tool And Die Maker 27.93
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.19
21030 - Material Coordinator 29.30
21040 - Material Expediter 29.30
21050 - Material Handling Laborer 13.93
21071 - Order Filler 13.30
21080 - Production Line Worker (Food Processing) 16.19
21110 - Shipping Packer 16.66
21130 - Shipping/Receiving Clerk 16.66
21140 - Store Worker I 14.18
21150 - Stock Clerk 18.84
21210 - Tools And Parts Attendant 16.19
21410 - Warehouse Specialist 16.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99

23110 - Appliance Mechanic 23.20
23120 - Bicycle Repairer 19.24
23125 - Cable Splicer 31.97
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 21.91
23160 - Electrician Maintenance 26.77
23181 - Electronics Technician Maintenance I 24.63
23182 - Electronics Technician Maintenance II 26.24
23183 - Electronics Technician Maintenance III 27.53
23260 - Fabric Worker 20.55
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 19.24
23311 - Fuel Distribution System Mechanic 24.37
23312 - Fuel Distribution System Operator 19.24
23370 - General Maintenance Worker 18.27
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 19.24
23392 - Gunsmith II 21.91
23393 - Gunsmith III 24.37
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 24.37
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 23.20
23470 - Laborer 13.93
23510 - Locksmith 23.20
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 24.37
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 24.37
23710 - Office Appliance Repairer 23.20
23760 - Painter Maintenance 23.02
23790 - Pipefitter Maintenance 25.00
23810 - Plumber Maintenance 23.80
23820 - Pneudraulic Systems Mechanic 24.37
23850 - Rigger 24.37
23870 - Scale Mechanic 21.91
23890 - Sheet-Metal Worker Maintenance 24.37
23910 - Small Engine Mechanic 20.83
23931 - Telecommunications Mechanic I 33.24
23932 - Telecommunications Mechanic II 34.87
23950 - Telephone Lineman 29.83

23960 - Welder Combination Maintenance		22.81
23965 - Well Driller		27.80
23970 - Woodcraft Worker		24.37
23980 - Woodworker		19.24
24000 - Personal Needs Occupations		
24550 - Case Manager		14.31
24570 - Child Care Attendant		10.24
24580 - Child Care Center Clerk		13.37
24610 - Chore Aide		10.35
24620 - Family Readiness And Support Services Coordinator		14.31
24630 - Homemaker		14.76
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.37
25040 - Sewage Plant Operator		19.90
25070 - Stationary Engineer		24.37
25190 - Ventilation Equipment Tender		17.54
25210 - Water Treatment Plant Operator		19.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.29
27007 - Baggage Inspector		13.44
27008 - Corrections Officer		18.59
27010 - Court Security Officer		21.30
27030 - Detection Dog Handler		15.04
27040 - Detention Officer		18.59
27070 - Firefighter		22.67
27101 - Guard I		13.44
27102 - Guard II		15.04
27131 - Police Officer I		23.38
27132 - Police Officer II		25.99
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.96
28042 - Carnival Equipment Repairer		12.89
28043 - Carnival Worker		9.00
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		12.75
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		19.77
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		15.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.91
29020 - Hatch Tender		21.91
29030 - Line Handler		21.91
29041 - Stevedore I		20.55
29042 - Stevedore II		23.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	31.26

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.43
30021 - Archeological Technician I 22.94
30022 - Archeological Technician II 25.66
30023 - Archeological Technician III 31.78
30030 - Cartographic Technician 31.78
30040 - Civil Engineering Technician 28.13
30051 - Cryogenic Technician I 35.20
30052 - Cryogenic Technician II 38.88
30061 - Drafter/CAD Operator I 22.94
30062 - Drafter/CAD Operator II 25.66
30063 - Drafter/CAD Operator III 28.60
30064 - Drafter/CAD Operator IV 35.20
30081 - Engineering Technician I 20.43
30082 - Engineering Technician II 22.94
30083 - Engineering Technician III 25.66
30084 - Engineering Technician IV 31.78
30085 - Engineering Technician V 38.88
30086 - Engineering Technician VI 47.05
30090 - Environmental Technician 31.78
30095 - Evidence Control Specialist 31.78
30210 - Laboratory Technician 28.60
30221 - Latent Fingerprint Technician I 35.20
30222 - Latent Fingerprint Technician II 38.88
30240 - Mathematical Technician 30.58
30361 - Paralegal/Legal Assistant I 20.86
30362 - Paralegal/Legal Assistant II 26.58
30363 - Paralegal/Legal Assistant III 32.49
30364 - Paralegal/Legal Assistant IV 39.31
30375 - Petroleum Supply Specialist 38.88
30390 - Photo-Optics Technician 31.78
30395 - Radiation Control Technician 38.88
30461 - Technical Writer I 26.14
30462 - Technical Writer II 31.98
30463 - Technical Writer III 37.55
30491 - Unexploded Ordnance (UXO) Technician I 28.81
30492 - Unexploded Ordnance (UXO) Technician II 34.86
30493 - Unexploded Ordnance (UXO) Technician III 41.78
30494 - Unexploded (UXO) Safety Escort 28.81
30495 - Unexploded (UXO) Sweep Personnel 28.81
30501 - Weather Forecaster I 35.20
30502 - Weather Forecaster II 42.82
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 28.60
30621 - Weather Observer Senior (see 2) 31.78
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.86
31020 - Bus Aide 14.54
31030 - Bus Driver 20.04
31043 - Driver Courier 16.26
31260 - Parking and Lot Attendant 13.10

31290 - Shuttle Bus Driver	17.53
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	10.45
99050 - Desk Clerk	11.20
99095 - Embalmer	31.44
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	12.08
99252 - Laboratory Animal Caretaker II	13.01
99260 - Marketing Analyst	26.67
99310 - Mortician	31.44
99410 - Pest Controller	21.71
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	15.35
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.75
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.60
99830 - Survey Party Chief	21.21
99831 - Surveying Aide	13.88
99832 - Surveying Technician	19.01
99840 - Vending Machine Attendant	20.53
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer Helper	20.53

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4332
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Essex King and Queen Lancaster Middlesex Northumberland Richmond Westmoreland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		27.72
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		13.69
01052 - Data Entry Operator II		14.94
01060 - Dispatcher Motor Vehicle		18.37

01070 - Document Preparation Clerk 14.94
01090 - Duplicating Machine Operator 14.94
01111 - General Clerk I 13.29
01112 - General Clerk II 14.51
01113 - General Clerk III 17.46
01120 - Housing Referral Assistant 20.91
01141 - Messenger Courier 13.67
01191 - Order Clerk I 15.00
01192 - Order Clerk II 16.38
01261 - Personnel Assistant (Employment) I 19.28
01262 - Personnel Assistant (Employment) II 21.57
01263 - Personnel Assistant (Employment) III 24.03
01270 - Production Control Clerk 26.64
01290 - Rental Clerk 16.91
01300 - Scheduler Maintenance 16.77
01311 - Secretary I 16.77
01312 - Secretary II 18.76
01313 - Secretary III 20.91
01320 - Service Order Dispatcher 16.34
01410 - Supply Technician 27.72
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 15.28
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.52
01611 - Word Processor I 14.94
01612 - Word Processor II 16.77
01613 - Word Processor III 18.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.38
05010 - Automotive Electrician 20.97
05040 - Automotive Glass Installer 19.97
05070 - Automotive Worker 19.97
05110 - Mobile Equipment Servicer 17.96
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.97
05190 - Motor Vehicle Mechanic 22.89
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 19.97
05310 - Painter Automotive 20.97
05340 - Radiator Repair Specialist 19.97
05370 - Tire Repairer 16.42
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 17.05
07041 - Cook I 11.31
07042 - Cook II 12.88
07070 - Dishwasher 8.89
07130 - Food Service Worker 10.49

07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.06
09040 - Furniture Handler	14.69
09080 - Furniture Refinisher	22.06
09090 - Furniture Refinisher Helper	17.54
09110 - Furniture Repairer Minor	19.66
09130 - Upholsterer	22.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	11.73
11090 - Gardener	17.25
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	10.71
11260 - Pruner	12.04
11270 - Tractor Operator	16.00
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.80
12000 - Health Occupations	
12010 - Ambulance Driver	18.19
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	25.31
12020 - Dental Assistant	18.48
12025 - Dental Hygienist	42.08
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.19
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.92
12130 - Medical Laboratory Technician	20.65
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	22.67
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine Technologist	39.97
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	19.85
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	27.55
12311 - Registered Nurse I	23.80

12312 - Registered Nurse II		29.10
12313 - Registered Nurse II Specialist		29.10
12314 - Registered Nurse III		35.20
12315 - Registered Nurse III Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		18.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.84
13012 - Exhibits Specialist II		24.58
13013 - Exhibits Specialist III		30.07
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		12.84
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		17.70
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		17.36
13072 - Photographer II		19.43
13073 - Photographer III		24.05
13074 - Photographer IV		29.43
13075 - Photographer V		35.60
13090 - Technical Order Library Clerk		16.12
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		31.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42

15060 - Educational Technologist	30.77
15070 - Flight Instructor (Pilot)	45.27
15080 - Graphic Artist	24.04
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.66
15086 - Maintenance Test Pilot Rotary Wing	43.66
15088 - Non-Maintenance Test/Co-Pilot	43.66
15090 - Technical Instructor	30.23
15095 - Technical Instructor/Course Developer	36.97
15110 - Test Proctor	24.40
15120 - Tutor	24.39
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.54
16030 - Counter Attendant	9.54
16040 - Dry Cleaner	12.23
16070 - Finisher Flatwork Machine	9.54
16090 - Presser Hand	9.54
16110 - Presser Machine Drycleaning	9.54
16130 - Presser Machine Shirts	9.54
16160 - Presser Machine Wearing Apparel Laundry	9.54
16190 - Sewing Machine Operator	13.11
16220 - Tailor	14.05
16250 - Washer Machine	10.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.06
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.19
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	13.82
21071 - Order Filler	13.30
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	13.84
21150 - Stock Clerk	18.57
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.15
23019 - Aircraft Logs and Records Technician	21.46
23021 - Aircraft Mechanic I	24.99
23022 - Aircraft Mechanic II	26.15
23023 - Aircraft Mechanic III	27.35
23040 - Aircraft Mechanic Helper	19.46
23050 - Aircraft Painter	24.03
23060 - Aircraft Servicer	21.46
23070 - Aircraft Survival Flight Equipment Technician	24.03
23080 - Aircraft Worker	22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	22.61

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.99
II
23110 - Appliance Mechanic 22.06
23120 - Bicycle Repairer 18.29
23125 - Cable Splicer 31.97
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 21.54
23160 - Electrician Maintenance 26.77
23181 - Electronics Technician Maintenance I 24.63
23182 - Electronics Technician Maintenance II 26.24
23183 - Electronics Technician Maintenance III 27.53
23260 - Fabric Worker 19.66
23290 - Fire Alarm System Mechanic 23.17
23310 - Fire Extinguisher Repairer 18.29
23311 - Fuel Distribution System Mechanic 23.17
23312 - Fuel Distribution System Operator 18.29
23370 - General Maintenance Worker 18.27
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 18.29
23392 - Gunsmith II 20.83
23393 - Gunsmith III 23.17
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 23.17
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 22.06
23470 - Laborer 13.26
23510 - Locksmith 22.78
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 23.17
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 23.93
23710 - Office Appliance Repairer 22.06
23760 - Painter Maintenance 23.02
23790 - Pipefitter Maintenance 24.13
23810 - Plumber Maintenance 22.98
23820 - Pneudraulic Systems Mechanic 23.17
23850 - Rigger 23.17
23870 - Scale Mechanic 20.83
23890 - Sheet-Metal Worker Maintenance 23.17
23910 - Small Engine Mechanic 20.83

23931 - Telecommunications Mechanic I	31.74
23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	27.12
23960 - Welder Combination Maintenance	21.80
23965 - Well Driller	27.80
23970 - Woodcraft Worker	23.17
23980 - Woodworker	18.29
24000 - Personal Needs Occupations	
24550 - Case Manager	14.31
24570 - Child Care Attendant	9.91
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	10.35
24620 - Family Readiness And Support Services Coordinator	14.31
24630 - Homemaker	14.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.41
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engineer	23.41
25190 - Ventilation Equipment Tender	17.54
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	13.44
27008 - Corrections Officer	18.21
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	15.04
27040 - Detention Officer	18.21
27070 - Firefighter	22.67
27101 - Guard I	13.44
27102 - Guard II	15.04
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.96
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.00
28210 - Gate Attendant/Gate Tender	13.72
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.35
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.97
28630 - Sports Official	12.22
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.83
29020 - Hatch Tender	20.83
29030 - Line Handler	20.83
29041 - Stevedore I	19.53
29042 - Stevedore II	22.09

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.33
30021 - Archeological Technician I		22.06
30022 - Archeological Technician II		24.69
30023 - Archeological Technician III		30.58
30030 - Cartographic Technician		30.58
30040 - Civil Engineering Technician		28.13
30051 - Cryogenic Technician I		33.86
30052 - Cryogenic Technician II		37.39
30061 - Drafter/CAD Operator I		22.06
30062 - Drafter/CAD Operator II		24.69
30063 - Drafter/CAD Operator III		27.51
30064 - Drafter/CAD Operator IV		33.86
30081 - Engineering Technician I		19.65
30082 - Engineering Technician II		22.06
30083 - Engineering Technician III		24.69
30084 - Engineering Technician IV		30.58
30085 - Engineering Technician V		37.39
30086 - Engineering Technician VI		45.25
30090 - Environmental Technician		30.05
30095 - Evidence Control Specialist		30.58
30210 - Laboratory Technician		27.51
30221 - Latent Fingerprint Technician I		33.86
30222 - Latent Fingerprint Technician II		37.39
30240 - Mathematical Technician		30.58
30361 - Paralegal/Legal Assistant I		18.96
30362 - Paralegal/Legal Assistant II		24.16
30363 - Paralegal/Legal Assistant III		29.54
30364 - Paralegal/Legal Assistant IV		35.74
30375 - Petroleum Supply Specialist		37.39
30390 - Photo-Optics Technician		30.58
30395 - Radiation Control Technician		37.39
30461 - Technical Writer I		26.14
30462 - Technical Writer II		31.98
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		33.86
30502 - Weather Forecaster II		41.19
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	27.51
30621 - Weather Observer Senior	(see 2)	30.58

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31.73
31020 - Bus Aide		14.54

31030 - Bus Driver	20.04
31043 - Driver Courier	16.26
31260 - Parking and Lot Attendant	13.10
31290 - Shuttle Bus Driver	17.53
31310 - Taxi Driver	15.88
31361 - Truckdriver Light	17.53
31362 - Truckdriver Medium	18.72
31363 - Truckdriver Heavy	21.37
31364 - Truckdriver Tractor-Trailer	21.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	9.92
99050 - Desk Clerk	10.73
99095 - Embalmer	31.44
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.08
99252 - Laboratory Animal Caretaker II	13.01
99260 - Marketing Analyst	26.67
99310 - Mortician	31.44
99410 - Pest Controller	21.67
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	15.35
99711 - Recycling Specialist	17.59
99730 - Refuse Collector	13.75
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.23
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	24.60
99842 - Vending Machine Repairer Helper	20.24

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4333
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Madison Page Shenandoah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.35
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		15.82
01052 - Data Entry Operator II		17.26
01060 - Dispatcher Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
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 12.18
01191 - Order Clerk I 15.67
01192 - Order Clerk II 17.10
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 22.53
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 16.13
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.36
01533 - Travel Clerk III 15.49
01611 - Word Processor I 15.63
01612 - Word Processor II 17.67
01613 - Word Processor III 19.95
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.49
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 18.27
05400 - Transmission Repair Specialist 21.01
07000 - Food Preparation And Service Occupations
07010 - Baker 15.58
07041 - Cook I 13.83
07042 - Cook II 15.54
07070 - Dishwasher 10.11
07130 - Food Service Worker 11.34
07210 - Meat Cutter 17.61
07260 - Waiter/Waitress 9.44
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.30

09040 - Furniture Handler 16.88
09080 - Furniture Refinisher 24.30
09090 - Furniture Refinisher Helper 19.36
09110 - Furniture Repairer Minor 21.82
09130 - Upholsterer 24.30
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.24
11060 - Elevator Operator 13.24
11090 - Gardener 18.42
11122 - Housekeeping Aide 12.38
11150 - Janitor 12.38
11210 - Laborer Grounds Maintenance 14.77
11240 - Maid or Houseman 11.26
11260 - Pruner 13.50
11270 - Tractor Operator 17.27
11330 - Trail Maintenance Worker 14.77
11360 - Window Cleaner 13.55
12000 - Health Occupations
12010 - Ambulance Driver 18.40
12011 - Breath Alcohol Technician 20.04
12012 - Certified Occupational Therapist Assistant 30.83
12015 - Certified Physical Therapist Assistant 32.40
12020 - Dental Assistant 16.57
12025 - Dental Hygienist 39.59
12030 - EKG Technician 30.37
12035 - Electroneurodiagnostic Technologist 30.37
12040 - Emergency Medical Technician 18.40
12071 - Licensed Practical Nurse I 19.07
12072 - Licensed Practical Nurse II 21.35
12073 - Licensed Practical Nurse III 24.13
12100 - Medical Assistant 16.14
12130 - Medical Laboratory Technician 24.72
12160 - Medical Record Clerk 17.92
12190 - Medical Record Technician 22.26
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 44.05
12221 - Nursing Assistant I 11.79
12222 - Nursing Assistant II 13.25
12223 - Nursing Assistant III 14.46
12224 - Nursing Assistant IV 16.24
12235 - Optical Dispenser 20.04
12236 - Optical Technician 17.92
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 17.92
12305 - Radiologic Technologist 31.11
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)		24.82
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.27
13012 - Exhibits Specialist II		23.87
13013 - Exhibits Specialist III		29.20
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		15.17
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.37
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
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		36.64
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.35

15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.70
19040 - Tool And Die Maker 29.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.57
21030 - Material Coordinator 22.53
21040 - Material Expediter 22.53
21050 - Material Handling Laborer 14.65
21071 - Order Filler 17.31
21080 - Production Line Worker (Food Processing) 19.57
21110 - Shipping Packer 16.38
21130 - Shipping/Receiving Clerk 16.38
21140 - Store Worker I 14.95
21150 - Stock Clerk 18.47
21210 - Tools And Parts Attendant 19.57
21410 - Warehouse Specialist 19.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.00
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.86
23022 - Aircraft Mechanic II 27.00
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.54
23050 - Aircraft Painter 24.70
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.70
23080 - Aircraft Worker 23.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.86
23110 - Appliance Mechanic 24.70

23120 - Bicycle Repairer 20.84
23125 - Cable Splicer 31.48
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 23.42
23160 - Electrician Maintenance 28.33
23181 - Electronics Technician Maintenance I 24.78
23182 - Electronics Technician Maintenance II 26.14
23183 - Electronics Technician Maintenance III 27.37
23260 - Fabric Worker 22.07
23290 - Fire Alarm System Mechanic 25.86
23310 - Fire Extinguisher Repairer 20.84
23311 - Fuel Distribution System Mechanic 29.72
23312 - Fuel Distribution System Operator 24.79
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 25.86
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.42
23391 - Gunsmith I 20.84
23392 - Gunsmith II 23.42
23393 - Gunsmith III 25.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.16
23430 - Heavy Equipment Mechanic 24.34
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 25.86
23465 - Laboratory/Shelter Mechanic 24.70
23470 - Laborer 14.98
23510 - Locksmith 24.70
23530 - Machinery Maintenance Mechanic 24.68
23550 - Machinist Maintenance 28.35
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 25.86
23592 - Metrology Technician II 27.00
23593 - Metrology Technician III 28.18
23640 - Millwright 25.86
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 32.02
23810 - Plumber Maintenance 29.98
23820 - Pneudraulic Systems Mechanic 25.86
23850 - Rigger 25.86
23870 - Scale Mechanic 23.42
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 21.03
23931 - Telecommunications Mechanic I 32.57
23932 - Telecommunications Mechanic II 34.00
23950 - Telephone Lineman 35.61
23960 - Welder Combination Maintenance 23.53

23965 - Well Driller	25.86
23970 - Woodcraft Worker	25.86
23980 - Woodworker	20.84
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	11.23
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.86
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	25.86
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.87
27007 - Baggage Inspector	20.47
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	24.12
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	20.47
27102 - Guard II	24.12
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.00
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.95
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	12.80
28350 - Park Attendant (Aide)	16.67
28510 - Recreation Aide/Health Facility Attendant	12.16
28515 - Recreation Specialist	20.65
28630 - Sports Official	13.27
28690 - Swimming Pool Operator	16.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	22.07
29042 - Stevedore II	24.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.65

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		25.78
30052 - Cryogenic Technician II		28.47
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		29.54
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		25.78
30222 - Latent Fingerprint Technician II		28.47
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		19.53
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		28.47
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		28.47
30461 - Technical Writer I		23.41
30462 - Technical Writer II		28.63
30463 - Technical Writer III		34.65
30491 - Unexploded Ordnance (UXO) Technician I		26.49
30492 - Unexploded Ordnance (UXO) Technician II		32.05
30493 - Unexploded Ordnance (UXO) Technician III		38.41
30494 - Unexploded (UXO) Safety Escort		26.49
30495 - Unexploded (UXO) Sweep Personnel		26.49
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.05
31020 - Bus Aide		16.36
31030 - Bus Driver		20.85
31043 - Driver Courier		17.34
31260 - Parking and Lot Attendant		14.95
31290 - Shuttle Bus Driver		17.23

31310 - Taxi Driver	14.51
31361 - Truckdriver Light	18.95
31362 - Truckdriver Medium	21.61
31363 - Truckdriver Heavy	20.19
31364 - Truckdriver Tractor-Trailer	20.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	11.53
99050 - Desk Clerk	11.79
99095 - Embalmer	26.70
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.60
99252 - Laboratory Animal Caretaker II	14.31
99260 - Marketing Analyst	24.68
99310 - Mortician	26.70
99410 - Pest Controller	22.49
99510 - Photofinishing Worker	13.92
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.56
99830 - Survey Party Chief	20.73
99831 - Surveying Aide	12.95
99832 - Surveying Technician	17.73
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	23.86
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4334
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Madison Page Shenandoah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.01
01042 - Customer Service Representative II		13.50
01043 - Customer Service Representative III		14.73
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21

01090 - Duplicating Machine Operator	14.21
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	12.18
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	22.03
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	16.13
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.50
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	18.27
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	13.40
07042 - Cook II	15.06
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.90
07210 - Meat Cutter	16.92

07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.09
09040 - Furniture Handler	15.47
09080 - Furniture Refinisher	22.09
09090 - Furniture Refinisher Helper	17.60
09110 - Furniture Repairer Minor	19.84
09130 - Upholsterer	22.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.24
11060 - Elevator Operator	13.24
11090 - Gardener	17.52
11122 - Housekeeping Aide	12.38
11150 - Janitor	12.38
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	11.26
11260 - Pruner	12.60
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.55
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	28.03
12015 - Certified Physical Therapist Assistant	32.40
12020 - Dental Assistant	16.57
12025 - Dental Hygienist	39.59
12030 - EKG Technician	29.21
12035 - Electroneurodiagnostic Technologist	29.21
12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	20.24
12195 - Medical Transcriptionist	17.23
12210 - Nuclear Medicine Technologist	42.37
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	19.28
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	31.11
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)		23.89
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.27
13012 - Exhibits Specialist II		23.87
13013 - Exhibits Specialist III		29.20
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		15.17
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		20.37
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
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		36.64

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.35
15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 28.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.72
21030 - Material Coordinator 22.03
21040 - Material Expediter 22.03
21050 - Material Handling Laborer 13.83
21071 - Order Filler 17.31
21080 - Production Line Worker (Food Processing) 18.72
21110 - Shipping Packer 16.06
21130 - Shipping/Receiving Clerk 16.06
21140 - Store Worker I 14.95
21150 - Stock Clerk 18.33
21210 - Tools And Parts Attendant 18.72
21410 - Warehouse Specialist 18.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.97
23019 - Aircraft Logs and Records Technician 21.23
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.97
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 18.80
23050 - Aircraft Painter 23.76
23060 - Aircraft Servicer 21.23
23070 - Aircraft Survival Flight Equipment Technician 23.76
23080 - Aircraft Worker 22.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 23.76
23120 - Bicycle Repairer 20.04
23125 - Cable Splicer 31.48
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 22.53
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 22.53
23182 - Electronics Technician Maintenance II 23.76
23183 - Electronics Technician Maintenance III 24.88
23260 - Fabric Worker 21.23
23290 - Fire Alarm System Mechanic 24.88
23310 - Fire Extinguisher Repairer 20.04
23311 - Fuel Distribution System Mechanic 29.72
23312 - Fuel Distribution System Operator 24.79
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 21.23
23382 - Ground Support Equipment Worker 22.53
23391 - Gunsmith I 20.04
23392 - Gunsmith II 22.53
23393 - Gunsmith III 24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.96
23430 - Heavy Equipment Mechanic 24.34
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 24.88
23465 - Laboratory/Shelter Mechanic 23.76
23470 - Laborer 14.98
23510 - Locksmith 23.76
23530 - Machinery Maintenance Mechanic 23.43
23550 - Machinist Maintenance 28.35
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 24.88
23592 - Metrology Technician II 25.97
23593 - Metrology Technician III 27.10
23640 - Millwright 25.33
23710 - Office Appliance Repairer 21.24
23760 - Painter Maintenance 21.75
23790 - Pipefitter Maintenance 29.11
23810 - Plumber Maintenance 27.25
23820 - Pneudraulic Systems Mechanic 24.88
23850 - Rigger 24.88
23870 - Scale Mechanic 22.53
23890 - Sheet-Metal Worker Maintenance 22.91
23910 - Small Engine Mechanic 21.03
23931 - Telecommunications Mechanic I 32.57

23932 - Telecommunications Mechanic II 34.00
23950 - Telephone Lineman 32.75
23960 - Welder Combination Maintenance 23.53
23965 - Well Driller 24.88
23970 - Woodcraft Worker 24.88
23980 - Woodworker 20.04
24000 - Personal Needs Occupations
24550 - Case Manager 14.25
24570 - Child Care Attendant 12.19
24580 - Child Care Center Clerk 14.50
24610 - Chore Aide 11.23
24620 - Family Readiness And Support Services Coordinator 14.25
24630 - Homemaker 16.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.07
25040 - Sewage Plant Operator 20.53
25070 - Stationary Engineer 25.07
25190 - Ventilation Equipment Tender 18.80
25210 - Water Treatment Plant Operator 20.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.87
27007 - Baggage Inspector 18.61
27008 - Corrections Officer 22.80
27010 - Court Security Officer 24.72
27030 - Detection Dog Handler 21.97
27040 - Detention Officer 22.80
27070 - Firefighter 24.63
27101 - Guard I 18.61
27102 - Guard II 21.97
27131 - Police Officer I 26.52
27132 - Police Officer II 29.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.80
28042 - Carnival Equipment Repairer 14.71
28043 - Carnival Worker 10.79
28210 - Gate Attendant/Gate Tender 14.45
28310 - Lifeguard 12.80
28350 - Park Attendant (Aide) 16.17
28510 - Recreation Aide/Health Facility Attendant 11.80
28515 - Recreation Specialist 20.03
28630 - Sports Official 12.87
28690 - Swimming Pool Operator 16.54
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.53
29020 - Hatch Tender 22.53
29030 - Line Handler 22.53
29041 - Stevedore I 21.23
29042 - Stevedore II 23.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.33
30021 - Archeological Technician I 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 23.44
30052 - Cryogenic Technician II 25.88
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 21.15
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.88
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 19.53
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 25.88
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 25.88
30461 - Technical Writer I 21.93
30462 - Technical Writer II 26.84
30463 - Technical Writer III 32.47
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 36.35
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.73
31020 - Bus Aide 16.22
31030 - Bus Driver 20.85

31043 - Driver Courier	15.76
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	17.23
31310 - Taxi Driver	13.19
31361 - Truckdriver Light	17.23
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	19.18
31364 - Truckdriver Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.98
99050 - Desk Clerk	11.16
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	24.68
99310 - Mortician	26.70
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	15.45
99830 - Survey Party Chief	19.63
99831 - Surveying Aide	12.26
99832 - Surveying Technician	16.79
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	19.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4335
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Louisa Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		26.27
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.35
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		14.12
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		18.37
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		13.46
01112 - General Clerk II		14.69

01113 - General Clerk III 17.46
01120 - Housing Referral Assistant 20.58
01141 - Messenger Courier 12.83
01191 - Order Clerk I 15.67
01192 - Order Clerk II 17.10
01261 - Personnel Assistant (Employment) I 16.51
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 21.22
01270 - Production Control Clerk 22.53
01290 - Rental Clerk 15.94
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.46
01313 - Secretary III 20.58
01320 - Service Order Dispatcher 16.34
01410 - Supply Technician 26.27
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 15.28
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.70
01612 - Word Processor II 16.51
01613 - Word Processor III 18.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.49
05010 - Automotive Electrician 20.97
05040 - Automotive Glass Installer 19.97
05070 - Automotive Worker 19.97
05110 - Mobile Equipment Servicer 17.96
05130 - Motor Equipment Metal Mechanic 21.96
05160 - Motor Equipment Metal Worker 19.97
05190 - Motor Vehicle Mechanic 22.89
05220 - Motor Vehicle Mechanic Helper 16.96
05250 - Motor Vehicle Upholstery Worker 18.96
05280 - Motor Vehicle Wrecker 19.97
05310 - Painter Automotive 20.97
05340 - Radiator Repair Specialist 19.97
05370 - Tire Repairer 18.27
05400 - Transmission Repair Specialist 21.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.98
07041 - Cook I 13.83
07042 - Cook II 15.54
07070 - Dishwasher 9.15
07130 - Food Service Worker 11.34
07210 - Meat Cutter 17.61
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.39

09040 - Furniture Handler 16.84
09080 - Furniture Refinisher 24.39
09090 - Furniture Refinisher Helper 19.61
09110 - Furniture Repairer Minor 21.82
09130 - Upholsterer 24.39
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.24
11060 - Elevator Operator 13.24
11090 - Gardener 18.42
11122 - Housekeeping Aide 12.38
11150 - Janitor 12.38
11210 - Laborer Grounds Maintenance 14.77
11240 - Maid or Houseman 11.21
11260 - Pruner 13.50
11270 - Tractor Operator 17.27
11330 - Trail Maintenance Worker 14.77
11360 - Window Cleaner 13.55
12000 - Health Occupations
12010 - Ambulance Driver 19.09
12011 - Breath Alcohol Technician 20.04
12012 - Certified Occupational Therapist Assistant 30.83
12015 - Certified Physical Therapist Assistant 32.34
12020 - Dental Assistant 16.57
12025 - Dental Hygienist 40.72
12030 - EKG Technician 30.37
12035 - Electroneurodiagnostic Technologist 30.37
12040 - Emergency Medical Technician 19.09
12071 - Licensed Practical Nurse I 18.85
12072 - Licensed Practical Nurse II 21.09
12073 - Licensed Practical Nurse III 23.50
12100 - Medical Assistant 16.14
12130 - Medical Laboratory Technician 24.72
12160 - Medical Record Clerk 15.69
12190 - Medical Record Technician 21.21
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 44.05
12221 - Nursing Assistant I 11.79
12222 - Nursing Assistant II 13.25
12223 - Nursing Assistant III 14.46
12224 - Nursing Assistant IV 16.24
12235 - Optical Dispenser 20.04
12236 - Optical Technician 17.92
12250 - Pharmacy Technician 14.93
12280 - Phlebotomist 17.92
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 24.04
12312 - Registered Nurse II 29.41
12313 - Registered Nurse II Specialist 29.41
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)		24.82
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		20.37
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.17
14042 - Computer Operator II		19.21
14043 - Computer Operator III		21.41
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.17
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		36.64
15070 - Flight Instructor (Pilot)		45.27
15080 - Graphic Artist		25.42
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.35

15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.70
19040 - Tool And Die Maker 29.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.57
21030 - Material Coordinator 22.53
21040 - Material Expediter 22.53
21050 - Material Handling Laborer 14.65
21071 - Order Filler 17.31
21080 - Production Line Worker (Food Processing) 19.57
21110 - Shipping Packer 16.38
21130 - Shipping/Receiving Clerk 16.38
21140 - Store Worker I 14.16
21150 - Stock Clerk 18.47
21210 - Tools And Parts Attendant 19.57
21410 - Warehouse Specialist 19.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.00
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.86
23022 - Aircraft Mechanic II 27.00
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.54
23050 - Aircraft Painter 24.70
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.70
23080 - Aircraft Worker 23.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.86
23110 - Appliance Mechanic 24.70

23120 - Bicycle Repairer	20.84
23125 - Cable Splicer	29.06
23130 - Carpenter Maintenance	19.57
23140 - Carpet Layer	23.42
23160 - Electrician Maintenance	28.33
23181 - Electronics Technician Maintenance I	24.78
23182 - Electronics Technician Maintenance II	26.24
23183 - Electronics Technician Maintenance III	27.53
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.86
23310 - Fire Extinguisher Repairer	20.84
23311 - Fuel Distribution System Mechanic	29.28
23312 - Fuel Distribution System Operator	23.64
23370 - General Maintenance Worker	18.27
23380 - Ground Support Equipment Mechanic	25.86
23381 - Ground Support Equipment Servicer	22.07
23382 - Ground Support Equipment Worker	23.42
23391 - Gunsmith I	20.84
23392 - Gunsmith II	23.42
23393 - Gunsmith III	25.86
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.04
23430 - Heavy Equipment Mechanic	23.53
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	25.86
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.65
23510 - Locksmith	24.70
23530 - Machinery Maintenance Mechanic	27.28
23550 - Machinist Maintenance	27.59
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	25.86
23592 - Metrology Technician II	27.00
23593 - Metrology Technician III	28.18
23640 - Millwright	25.86
23710 - Office Appliance Repairer	21.04
23760 - Painter Maintenance	19.52
23790 - Pipefitter Maintenance	32.02
23810 - Plumber Maintenance	29.98
23820 - Pneudraulic Systems Mechanic	25.86
23850 - Rigger	25.86
23870 - Scale Mechanic	23.42
23890 - Sheet-Metal Worker Maintenance	22.00
23910 - Small Engine Mechanic	20.01
23931 - Telecommunications Mechanic I	31.03
23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	35.61
23960 - Welder Combination Maintenance	23.53

23965 - Well Driller	25.86
23970 - Woodcraft Worker	25.86
23980 - Woodworker	20.84
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	13.37
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.86
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	25.86
25190 - Ventilation Equipment Tender	18.80
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.29
27007 - Baggage Inspector	19.68
27008 - Corrections Officer	21.16
27010 - Court Security Officer	21.30
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	21.16
27070 - Firefighter	22.67
27101 - Guard I	19.68
27102 - Guard II	22.01
27131 - Police Officer I	23.07
27132 - Police Officer II	25.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.00
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.95
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	13.15
28350 - Park Attendant (Aide)	16.69
28510 - Recreation Aide/Health Facility Attendant	12.17
28515 - Recreation Specialist	20.65
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	16.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	22.07
29042 - Stevedore II	24.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.65

30021 - Archeological Technician I		17.41
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		24.13
30030 - Cartographic Technician		24.13
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		25.78
30052 - Cryogenic Technician II		28.47
30061 - Drafter/CAD Operator I		17.41
30062 - Drafter/CAD Operator II		19.48
30063 - Drafter/CAD Operator III		21.71
30064 - Drafter/CAD Operator IV		26.72
30081 - Engineering Technician I		16.82
30082 - Engineering Technician II		18.88
30083 - Engineering Technician III		21.11
30084 - Engineering Technician IV		26.16
30085 - Engineering Technician V		32.00
30086 - Engineering Technician VI		38.72
30090 - Environmental Technician		26.07
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		23.16
30221 - Latent Fingerprint Technician I		25.78
30222 - Latent Fingerprint Technician II		28.47
30240 - Mathematical Technician		24.14
30361 - Paralegal/Legal Assistant I		18.99
30362 - Paralegal/Legal Assistant II		24.16
30363 - Paralegal/Legal Assistant III		29.54
30364 - Paralegal/Legal Assistant IV		35.74
30375 - Petroleum Supply Specialist		28.47
30390 - Photo-Optics Technician		24.14
30395 - Radiation Control Technician		28.47
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.85
30463 - Technical Writer III		34.65
30491 - Unexploded Ordnance (UXO) Technician I		26.49
30492 - Unexploded Ordnance (UXO) Technician II		32.05
30493 - Unexploded Ordnance (UXO) Technician III		38.41
30494 - Unexploded (UXO) Safety Escort		26.49
30495 - Unexploded (UXO) Sweep Personnel		26.49
30501 - Weather Forecaster I		26.72
30502 - Weather Forecaster II		32.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.71
30621 - Weather Observer Senior	(see 2)	24.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.05
31020 - Bus Aide		16.36
31030 - Bus Driver		19.87
31043 - Driver Courier		15.98
31260 - Parking and Lot Attendant		14.38
31290 - Shuttle Bus Driver		15.64

31310 - Taxi Driver	14.30
31361 - Truckdriver Light	17.20
31362 - Truckdriver Medium	21.61
31363 - Truckdriver Heavy	20.19
31364 - Truckdriver Tractor-Trailer	20.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	11.53
99050 - Desk Clerk	11.78
99095 - Embalmer	31.44
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.01
99260 - Marketing Analyst	24.68
99310 - Mortician	31.44
99410 - Pest Controller	22.49
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.56
99830 - Survey Party Chief	19.78
99831 - Surveying Aide	12.95
99832 - Surveying Technician	17.73
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	23.86
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4336
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Louisa Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		26.27
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		12.01
01042 - Customer Service Representative II		13.50
01043 - Customer Service Representative III		14.73
01051 - Data Entry Operator I		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		18.37
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator	14.01
01111 - General Clerk I	12.95
01112 - General Clerk II	14.13
01113 - General Clerk III	17.46
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	12.83
01191 - Order Clerk I	15.00
01192 - Order Clerk II	16.38
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.37
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	21.22
01290 - Rental Clerk	15.94
01300 - Scheduler Maintenance	15.76
01311 - Secretary I	15.76
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	16.34
01410 - Supply Technician	26.27
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.53
01611 - Word Processor I	14.01
01612 - Word Processor II	15.94
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.89
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	18.27
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	13.40
07042 - Cook II	15.06
07070 - Dishwasher	9.01
07130 - Food Service Worker	10.90
07210 - Meat Cutter	16.92

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.31
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.83
09110 - Furniture Repairer Minor	19.84
09130 - Upholsterer	22.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.24
11060 - Elevator Operator	13.24
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.38
11150 - Janitor	12.38
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	10.40
11260 - Pruner	12.60
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.55
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	28.03
12015 - Certified Physical Therapist Assistant	32.34
12020 - Dental Assistant	16.57
12025 - Dental Hygienist	40.72
12030 - EKG Technician	29.21
12035 - Electroneurodiagnostic Technologist	29.21
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	19.28
12195 - Medical Transcriptionist	17.23
12210 - Nuclear Medicine Technologist	42.37
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	19.85
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	14.93
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.10

12313 - Registered Nurse II Specialist		29.10
12314 - Registered Nurse III		35.20
12315 - Registered Nurse III Anesthetist		35.21
12316 - Registered Nurse IV		42.20
12317 - Scheduler (Drug and Alcohol Testing)		24.00
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.59
13012 - Exhibits Specialist II		24.26
13013 - Exhibits Specialist III		29.67
13041 - Illustrator I		20.45
13042 - Illustrator II		25.32
13043 - Illustrator III		30.97
13047 - Librarian		27.53
13050 - Library Aide/Clerk		14.30
13054 - Library Information Technology Systems Administrator		24.86
13058 - Library Technician		20.37
13061 - Media Specialist I		17.94
13062 - Media Specialist II		20.07
13063 - Media Specialist III		22.38
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		17.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.61
14042 - Computer Operator II		17.46
14043 - Computer Operator III		19.46
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.95
14071 - Computer Programmer I	(see 1)	24.99
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		37.77
15030 - Air Crew Training Devices Instructor (Pilot)		45.27
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		36.64

15070 - Flight Instructor (Pilot) 45.27
15080 - Graphic Artist 25.42
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.35
15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 28.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.72
21030 - Material Coordinator 21.72
21040 - Material Expediter 21.72
21050 - Material Handling Laborer 13.82
21071 - Order Filler 17.31
21080 - Production Line Worker (Food Processing) 18.72
21110 - Shipping Packer 16.06
21130 - Shipping/Receiving Clerk 16.06
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.33
21210 - Tools And Parts Attendant 18.72
21410 - Warehouse Specialist 18.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.15
23019 - Aircraft Logs and Records Technician 21.46
23021 - Aircraft Mechanic I 24.99
23022 - Aircraft Mechanic II 26.15
23023 - Aircraft Mechanic III 27.35
23040 - Aircraft Mechanic Helper 19.46
23050 - Aircraft Painter 24.03
23060 - Aircraft Servicer 21.46
23070 - Aircraft Survival Flight Equipment Technician 24.03
23080 - Aircraft Worker 22.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.61

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.99
23110 - Appliance Mechanic 23.76
23120 - Bicycle Repairer 20.04
23125 - Cable Splicer 29.06
23130 - Carpenter Maintenance 19.52
23140 - Carpet Layer 22.53
23160 - Electrician Maintenance 26.45
23181 - Electronics Technician Maintenance I 22.53
23182 - Electronics Technician Maintenance II 23.85
23183 - Electronics Technician Maintenance III 25.03
23260 - Fabric Worker 21.23
23290 - Fire Alarm System Mechanic 24.88
23310 - Fire Extinguisher Repairer 20.04
23311 - Fuel Distribution System Mechanic 29.28
23312 - Fuel Distribution System Operator 23.64
23370 - General Maintenance Worker 18.27
23380 - Ground Support Equipment Mechanic 24.99
23381 - Ground Support Equipment Servicer 21.46
23382 - Ground Support Equipment Worker 22.61
23391 - Gunsmith I 20.04
23392 - Gunsmith II 22.53
23393 - Gunsmith III 24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.80
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 23.53
23440 - Heavy Equipment Operator 20.19
23460 - Instrument Mechanic 25.41
23465 - Laboratory/Shelter Mechanic 23.76
23470 - Laborer 13.82
23510 - Locksmith 23.76
23530 - Machinery Maintenance Mechanic 27.28
23550 - Machinist Maintenance 27.59
23580 - Maintenance Trades Helper 16.98
23591 - Metrology Technician I 25.41
23592 - Metrology Technician II 26.58
23593 - Metrology Technician III 27.81
23640 - Millwright 24.88
23710 - Office Appliance Repairer 21.04
23760 - Painter Maintenance 19.52
23790 - Pipefitter Maintenance 29.11
23810 - Plumber Maintenance 27.25
23820 - Pneudraulic Systems Mechanic 24.88
23850 - Rigger 24.88
23870 - Scale Mechanic 22.53
23890 - Sheet-Metal Worker Maintenance 22.00
23910 - Small Engine Mechanic 20.01
23931 - Telecommunications Mechanic I 31.03

23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 32.75
23960 - Welder Combination Maintenance 23.53
23965 - Well Driller 24.88
23970 - Woodcraft Worker 24.88
23980 - Woodworker 20.04
24000 - Personal Needs Occupations
24550 - Case Manager 14.31
24570 - Child Care Attendant 10.23
24580 - Child Care Center Clerk 13.37
24610 - Chore Aide 9.64
24620 - Family Readiness And Support Services Coordinator 14.31
24630 - Homemaker 14.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 25.07
25040 - Sewage Plant Operator 20.53
25070 - Stationary Engineer 25.07
25190 - Ventilation Equipment Tender 18.80
25210 - Water Treatment Plant Operator 20.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.29
27007 - Baggage Inspector 17.89
27008 - Corrections Officer 19.25
27010 - Court Security Officer 21.30
27030 - Detection Dog Handler 20.01
27040 - Detention Officer 19.25
27070 - Firefighter 22.67
27101 - Guard I 17.89
27102 - Guard II 20.01
27131 - Police Officer I 23.07
27132 - Police Officer II 25.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.80
28042 - Carnival Equipment Repairer 14.71
28043 - Carnival Worker 10.79
28210 - Gate Attendant/Gate Tender 14.91
28310 - Lifeguard 13.15
28350 - Park Attendant (Aide) 16.69
28510 - Recreation Aide/Health Facility Attendant 12.17
28515 - Recreation Specialist 20.03
28630 - Sports Official 13.28
28690 - Swimming Pool Operator 16.54
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.53
29020 - Hatch Tender 22.53
29030 - Line Handler 22.53
29041 - Stevedore I 21.23
29042 - Stevedore II 23.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.33
30021 - Archeological Technician I 17.41
30022 - Archeological Technician II 19.48
30023 - Archeological Technician III 24.13
30030 - Cartographic Technician 24.13
30040 - Civil Engineering Technician 24.53
30051 - Cryogenic Technician I 23.44
30052 - Cryogenic Technician II 25.88
30061 - Drafter/CAD Operator I 17.41
30062 - Drafter/CAD Operator II 19.48
30063 - Drafter/CAD Operator III 21.71
30064 - Drafter/CAD Operator IV 26.72
30081 - Engineering Technician I 16.82
30082 - Engineering Technician II 18.88
30083 - Engineering Technician III 21.11
30084 - Engineering Technician IV 26.16
30085 - Engineering Technician V 32.00
30086 - Engineering Technician VI 38.72
30090 - Environmental Technician 23.70
30095 - Evidence Control Specialist 21.15
30210 - Laboratory Technician 23.16
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.88
30240 - Mathematical Technician 24.14
30361 - Paralegal/Legal Assistant I 18.99
30362 - Paralegal/Legal Assistant II 24.16
30363 - Paralegal/Legal Assistant III 29.54
30364 - Paralegal/Legal Assistant IV 35.74
30375 - Petroleum Supply Specialist 25.88
30390 - Photo-Optics Technician 24.14
30395 - Radiation Control Technician 25.88
30461 - Technical Writer I 25.23
30462 - Technical Writer II 30.85
30463 - Technical Writer III 34.14
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 26.72
30502 - Weather Forecaster II 32.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 21.71
30621 - Weather Observer Senior (see 2) 24.13
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.73
31020 - Bus Aide 15.10
31030 - Bus Driver 19.87

31043 - Driver Courier	14.53
31260 - Parking and Lot Attendant	13.07
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	13.00
31361 - Truckdriver Light	15.64
31362 - Truckdriver Medium	19.68
31363 - Truckdriver Heavy	19.15
31364 - Truckdriver Tractor-Trailer	19.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.98
99050 - Desk Clerk	10.71
99095 - Embalmer	31.44
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	11.97
99252 - Laboratory Animal Caretaker II	12.89
99260 - Marketing Analyst	24.68
99310 - Mortician	31.44
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.94
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	13.16
99820 - School Crossing Guard	15.45
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	12.80
99832 - Surveying Technician	17.53
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	19.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4337
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Alleghany Bath Highland Rockbridge

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		25.83
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.35
01043 - Customer Service Representative III		16.12
01051 - Data Entry Operator I		14.12
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		17.38
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		13.46
01112 - General Clerk II		14.69

01113 - General Clerk III 16.50
01120 - Housing Referral Assistant 20.58
01141 - Messenger Courier 11.99
01191 - Order Clerk I 15.00
01192 - Order Clerk II 16.37
01261 - Personnel Assistant (Employment) I 16.51
01262 - Personnel Assistant (Employment) II 18.46
01263 - Personnel Assistant (Employment) III 20.58
01270 - Production Control Clerk 22.53
01290 - Rental Clerk 14.05
01300 - Scheduler Maintenance 16.51
01311 - Secretary I 16.51
01312 - Secretary II 18.46
01313 - Secretary III 20.58
01320 - Service Order Dispatcher 15.53
01410 - Supply Technician 25.83
01420 - Survey Worker 17.58
01460 - Switchboard Operator/Receptionist 12.09
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 14.70
01612 - Word Processor II 16.51
01613 - Word Processor III 18.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.49
05010 - Automotive Electrician 18.76
05040 - Automotive Glass Installer 17.78
05070 - Automotive Worker 17.78
05110 - Mobile Equipment Servicer 15.82
05130 - Motor Equipment Metal Mechanic 19.64
05160 - Motor Equipment Metal Worker 17.78
05190 - Motor Vehicle Mechanic 19.64
05220 - Motor Vehicle Mechanic Helper 14.83
05250 - Motor Vehicle Upholstery Worker 16.76
05280 - Motor Vehicle Wrecker 17.78
05310 - Painter Automotive 18.76
05340 - Radiator Repair Specialist 17.78
05370 - Tire Repairer 18.27
05400 - Transmission Repair Specialist 19.64
07000 - Food Preparation And Service Occupations
07010 - Baker 11.96
07041 - Cook I 13.83
07042 - Cook II 15.54
07070 - Dishwasher 9.15
07130 - Food Service Worker 11.34
07210 - Meat Cutter 17.61
07260 - Waiter/Waitress 9.39
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.64

09040 - Furniture Handler 13.96
09080 - Furniture Refinisher 21.97
09090 - Furniture Refinisher Helper 16.24
09110 - Furniture Repairer Minor 19.37
09130 - Upholsterer 21.97
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 13.24
11060 - Elevator Operator 13.24
11090 - Gardener 18.42
11122 - Housekeeping Aide 12.28
11150 - Janitor 12.28
11210 - Laborer Grounds Maintenance 14.77
11240 - Maid or Houseman 11.21
11260 - Pruner 13.50
11270 - Tractor Operator 17.27
11330 - Trail Maintenance Worker 14.77
11360 - Window Cleaner 13.55
12000 - Health Occupations
12010 - Ambulance Driver 17.87
12011 - Breath Alcohol Technician 20.04
12012 - Certified Occupational Therapist Assistant 32.26
12015 - Certified Physical Therapist Assistant 32.40
12020 - Dental Assistant 16.57
12025 - Dental Hygienist 39.59
12030 - EKG Technician 30.37
12035 - Electroneurodiagnostic Technologist 30.37
12040 - Emergency Medical Technician 17.87
12071 - Licensed Practical Nurse I 17.92
12072 - Licensed Practical Nurse II 20.04
12073 - Licensed Practical Nurse III 22.34
12100 - Medical Assistant 16.14
12130 - Medical Laboratory Technician 24.72
12160 - Medical Record Clerk 14.87
12190 - Medical Record Technician 20.13
12195 - Medical Transcriptionist 17.92
12210 - Nuclear Medicine Technologist 44.05
12221 - Nursing Assistant I 11.79
12222 - Nursing Assistant II 13.25
12223 - Nursing Assistant III 14.46
12224 - Nursing Assistant IV 16.24
12235 - Optical Dispenser 20.04
12236 - Optical Technician 17.92
12250 - Pharmacy Technician 14.93
12280 - Phlebotomist 17.92
12305 - Radiologic Technologist 29.03
12311 - Registered Nurse I 24.04
12312 - Registered Nurse II 29.41
12313 - Registered Nurse II Specialist 29.41
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)		24.82
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
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		26.43
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		18.25
13061 - Media Specialist I		17.23
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.47
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		17.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.19
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.46
14044 - Computer Operator IV		22.76
14045 - Computer Operator V		25.18
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	22.36
14073 - Computer Programmer III	(see 1)	25.68
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.14
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.19
14160 - Personal Computer Support Technician		22.76
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.14
15020 - Aircrew Training Devices Instructor (Rated)		32.83
15030 - Air Crew Training Devices Instructor (Pilot)		39.35
15050 - Computer Based Training Specialist / Instructor		27.14
15060 - Educational Technologist		34.54
15070 - Flight Instructor (Pilot)		39.35
15080 - Graphic Artist		23.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.35

15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.61
16030 - Counter Attendant 10.61
16040 - Dry Cleaner 13.16
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 14.04
16220 - Tailor 14.91
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.70
19040 - Tool And Die Maker 29.31
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.57
21030 - Material Coordinator 22.53
21040 - Material Expediter 22.53
21050 - Material Handling Laborer 14.65
21071 - Order Filler 15.15
21080 - Production Line Worker (Food Processing) 19.57
21110 - Shipping Packer 16.38
21130 - Shipping/Receiving Clerk 16.38
21140 - Store Worker I 14.16
21150 - Stock Clerk 18.47
21210 - Tools And Parts Attendant 19.57
21410 - Warehouse Specialist 19.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.00
23019 - Aircraft Logs and Records Technician 22.07
23021 - Aircraft Mechanic I 25.86
23022 - Aircraft Mechanic II 27.00
23023 - Aircraft Mechanic III 28.18
23040 - Aircraft Mechanic Helper 19.54
23050 - Aircraft Painter 24.70
23060 - Aircraft Servicer 22.07
23070 - Aircraft Survival Flight Equipment Technician 24.70
23080 - Aircraft Worker 23.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.86
23110 - Appliance Mechanic 24.70

23120 - Bicycle Repairer 20.84
23125 - Cable Splicer 28.40
23130 - Carpenter Maintenance 19.57
23140 - Carpet Layer 23.42
23160 - Electrician Maintenance 28.33
23181 - Electronics Technician Maintenance I 24.78
23182 - Electronics Technician Maintenance II 26.14
23183 - Electronics Technician Maintenance III 27.37
23260 - Fabric Worker 22.07
23290 - Fire Alarm System Mechanic 25.86
23310 - Fire Extinguisher Repairer 20.84
23311 - Fuel Distribution System Mechanic 28.29
23312 - Fuel Distribution System Operator 22.67
23370 - General Maintenance Worker 17.30
23380 - Ground Support Equipment Mechanic 25.86
23381 - Ground Support Equipment Servicer 22.07
23382 - Ground Support Equipment Worker 23.42
23391 - Gunsmith I 20.84
23392 - Gunsmith II 23.42
23393 - Gunsmith III 25.86
23410 - Heating Ventilation And Air-Conditioning Mechanic 21.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 22.13
23430 - Heavy Equipment Mechanic 23.53
23440 - Heavy Equipment Operator 20.96
23460 - Instrument Mechanic 25.86
23465 - Laboratory/Shelter Mechanic 24.70
23470 - Laborer 14.65
23510 - Locksmith 24.70
23530 - Machinery Maintenance Mechanic 24.68
23550 - Machinist Maintenance 27.59
23580 - Maintenance Trades Helper 14.72
23591 - Metrology Technician I 25.86
23592 - Metrology Technician II 27.00
23593 - Metrology Technician III 28.18
23640 - Millwright 25.86
23710 - Office Appliance Repairer 20.04
23760 - Painter Maintenance 16.97
23790 - Pipefitter Maintenance 29.51
23810 - Plumber Maintenance 28.19
23820 - Pneudraulic Systems Mechanic 25.86
23850 - Rigger 25.86
23870 - Scale Mechanic 23.42
23890 - Sheet-Metal Worker Maintenance 20.42
23910 - Small Engine Mechanic 20.01
23931 - Telecommunications Mechanic I 31.03
23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 34.79
23960 - Welder Combination Maintenance 22.97

23965 - Well Driller	25.86
23970 - Woodcraft Worker	25.86
23980 - Woodworker	20.84
24000 - Personal Needs Occupations	
24550 - Case Manager	15.61
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	13.24
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	15.61
24630 - Homemaker	15.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.23
25040 - Sewage Plant Operator	20.53
25070 - Stationary Engineer	28.23
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	20.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.87
27007 - Baggage Inspector	16.97
27008 - Corrections Officer	21.16
27010 - Court Security Officer	19.59
27030 - Detection Dog Handler	18.99
27040 - Detention Officer	21.16
27070 - Firefighter	20.15
27101 - Guard I	16.97
27102 - Guard II	18.99
27131 - Police Officer I	19.99
27132 - Police Officer II	22.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.00
28042 - Carnival Equipment Repairer	14.94
28043 - Carnival Worker	10.95
28210 - Gate Attendant/Gate Tender	14.91
28310 - Lifeguard	12.80
28350 - Park Attendant (Aide)	16.67
28510 - Recreation Aide/Health Facility Attendant	12.16
28515 - Recreation Specialist	20.65
28630 - Sports Official	13.27
28690 - Swimming Pool Operator	17.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	22.07
29042 - Stevedore II	24.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.65

30021 - Archeological Technician I		16.90
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.41
30030 - Cartographic Technician		23.41
30040 - Civil Engineering Technician		23.41
30051 - Cryogenic Technician I		25.78
30052 - Cryogenic Technician II		28.47
30061 - Drafter/CAD Operator I		16.80
30062 - Drafter/CAD Operator II		18.80
30063 - Drafter/CAD Operator III		20.94
30064 - Drafter/CAD Operator IV		25.78
30081 - Engineering Technician I		13.60
30082 - Engineering Technician II		15.27
30083 - Engineering Technician III		17.09
30084 - Engineering Technician IV		21.15
30085 - Engineering Technician V		25.88
30086 - Engineering Technician VI		31.31
30090 - Environmental Technician		26.07
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		25.78
30222 - Latent Fingerprint Technician II		28.47
30240 - Mathematical Technician		23.27
30361 - Paralegal/Legal Assistant I		18.99
30362 - Paralegal/Legal Assistant II		23.53
30363 - Paralegal/Legal Assistant III		28.77
30364 - Paralegal/Legal Assistant IV		34.81
30375 - Petroleum Supply Specialist		28.47
30390 - Photo-Optics Technician		22.71
30395 - Radiation Control Technician		28.47
30461 - Technical Writer I		23.27
30462 - Technical Writer II		28.47
30463 - Technical Writer III		34.44
30491 - Unexploded Ordnance (UXO) Technician I		26.49
30492 - Unexploded Ordnance (UXO) Technician II		32.05
30493 - Unexploded Ordnance (UXO) Technician III		38.41
30494 - Unexploded (UXO) Safety Escort		26.49
30495 - Unexploded (UXO) Sweep Personnel		26.49
30501 - Weather Forecaster I		25.78
30502 - Weather Forecaster II		31.35
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.94
30621 - Weather Observer Senior	(see 2)	23.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.05
31020 - Bus Aide		15.73
31030 - Bus Driver		19.12
31043 - Driver Courier		15.27
31260 - Parking and Lot Attendant		14.93
31290 - Shuttle Bus Driver		14.84

31310 - Taxi Driver	14.84
31361 - Truckdriver Light	15.87
31362 - Truckdriver Medium	16.61
31363 - Truckdriver Heavy	20.19
31364 - Truckdriver Tractor-Trailer	20.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.62
99030 - Cashier	11.53
99050 - Desk Clerk	11.15
99095 - Embalmer	26.70
99130 - Flight Follower	26.49
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.01
99260 - Marketing Analyst	24.68
99310 - Mortician	26.70
99410 - Pest Controller	22.49
99510 - Photofinishing Worker	13.92
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	15.56
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	12.95
99832 - Surveying Technician	17.73
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	23.86
99842 - Vending Machine Repairer Helper	19.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4338
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Alleghany Bath Highland Rockbridge

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40
01012 - Accounting Clerk II		16.17
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		24.87
01035 - Court Reporter		17.60
01041 - Customer Service Representative I		12.01
01042 - Customer Service Representative II		13.50
01043 - Customer Service Representative III		14.73
01051 - Data Entry Operator I		12.84
01052 - Data Entry Operator II		14.01
01060 - Dispatcher Motor Vehicle		17.38
01070 - Document Preparation Clerk		14.01

01090 - Duplicating Machine Operator 14.01
01111 - General Clerk I 12.95
01112 - General Clerk II 14.13
01113 - General Clerk III 15.86
01120 - Housing Referral Assistant 19.61
01141 - Messenger Courier 11.42
01191 - Order Clerk I 13.64
01192 - Order Clerk II 14.88
01261 - Personnel Assistant (Employment) I 16.35
01262 - Personnel Assistant (Employment) II 18.30
01263 - Personnel Assistant (Employment) III 20.39
01270 - Production Control Clerk 21.12
01290 - Rental Clerk 14.05
01300 - Scheduler Maintenance 15.73
01311 - Secretary I 15.73
01312 - Secretary II 17.60
01313 - Secretary III 19.61
01320 - Service Order Dispatcher 15.53
01410 - Supply Technician 24.87
01420 - Survey Worker 16.91
01460 - Switchboard Operator/Receptionist 12.09
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.53
01611 - Word Processor I 14.01
01612 - Word Processor II 15.73
01613 - Word Processor III 17.60
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 22.50
05010 - Automotive Electrician 17.33
05040 - Automotive Glass Installer 16.43
05070 - Automotive Worker 16.43
05110 - Mobile Equipment Servicer 14.62
05130 - Motor Equipment Metal Mechanic 18.14
05160 - Motor Equipment Metal Worker 16.43
05190 - Motor Vehicle Mechanic 18.14
05220 - Motor Vehicle Mechanic Helper 13.71
05250 - Motor Vehicle Upholstery Worker 15.48
05280 - Motor Vehicle Wrecker 16.43
05310 - Painter Automotive 17.33
05340 - Radiator Repair Specialist 16.43
05370 - Tire Repairer 18.27
05400 - Transmission Repair Specialist 18.14
07000 - Food Preparation And Service Occupations
07010 - Baker 10.87
07041 - Cook I 13.40
07042 - Cook II 15.06
07070 - Dishwasher 9.01
07130 - Food Service Worker 10.72
07210 - Meat Cutter 16.92

07260 - Waiter/Waitress	9.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	19.97
09090 - Furniture Refinisher Helper	14.76
09110 - Furniture Repairer Minor	17.61
09130 - Upholsterer	19.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.24
11060 - Elevator Operator	13.24
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	10.40
11260 - Pruner	12.60
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.55
12000 - Health Occupations	
12010 - Ambulance Driver	17.52
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	29.33
12015 - Certified Physical Therapist Assistant	32.40
12020 - Dental Assistant	16.57
12025 - Dental Hygienist	39.59
12030 - EKG Technician	29.21
12035 - Electroneurodiagnostic Technologist	29.21
12040 - Emergency Medical Technician	17.52
12071 - Licensed Practical Nurse I	17.23
12072 - Licensed Practical Nurse II	19.28
12073 - Licensed Practical Nurse III	21.49
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	13.52
12190 - Medical Record Technician	18.30
12195 - Medical Transcriptionist	17.23
12210 - Nuclear Medicine Technologist	42.37
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	19.28
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	14.93
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00

12313 - Registered Nurse II Specialist		29.00
12314 - Registered Nurse III		35.09
12315 - Registered Nurse III Anesthetist		35.09
12316 - Registered Nurse IV		42.05
12317 - Scheduler (Drug and Alcohol Testing)		23.89
12320 - Substance Abuse Treatment Counselor		21.62
13000 - Information And Arts Occupations		
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		26.43
13050 - Library Aide/Clerk		13.30
13054 - Library Information Technology Systems Administrator		23.87
13058 - Library Technician		18.25
13061 - Media Specialist I		17.23
13062 - Media Specialist II		19.27
13063 - Media Specialist III		21.47
13071 - Photographer I		17.23
13072 - Photographer II		19.27
13073 - Photographer III		23.87
13074 - Photographer IV		29.20
13075 - Photographer V		35.32
13090 - Technical Order Library Clerk		16.71
13110 - Video Teleconference Technician		17.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.72
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.60
14044 - Computer Operator IV		20.69
14045 - Computer Operator V		22.89
14071 - Computer Programmer I	(see 1)	20.42
14072 - Computer Programmer II	(see 1)	22.36
14073 - Computer Programmer III	(see 1)	25.68
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.14
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.72
14160 - Personal Computer Support Technician		20.69
14170 - System Support Specialist		31.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.14
15020 - Aircrew Training Devices Instructor (Rated)		32.83
15030 - Air Crew Training Devices Instructor (Pilot)		39.35
15050 - Computer Based Training Specialist / Instructor		27.14
15060 - Educational Technologist		32.79

15070 - Flight Instructor (Pilot) 39.35
15080 - Graphic Artist 23.99
15085 - Maintenance Test Pilot Fixed Jet/Prop 39.35
15086 - Maintenance Test Pilot Rotary Wing 39.35
15088 - Non-Maintenance Test/Co-Pilot 39.35
15090 - Technical Instructor 28.03
15095 - Technical Instructor/Course Developer 34.28
15110 - Test Proctor 22.63
15120 - Tutor 22.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.50
16030 - Counter Attendant 10.50
16040 - Dry Cleaner 13.02
16070 - Finisher Flatwork Machine 10.50
16090 - Presser Hand 10.50
16110 - Presser Machine Drycleaning 10.50
16130 - Presser Machine Shirts 10.50
16160 - Presser Machine Wearing Apparel Laundry 10.50
16190 - Sewing Machine Operator 13.90
16220 - Tailor 14.76
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.76
19040 - Tool And Die Maker 28.19
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.72
21030 - Material Coordinator 21.14
21040 - Material Expediter 21.14
21050 - Material Handling Laborer 13.82
21071 - Order Filler 15.15
21080 - Production Line Worker (Food Processing) 18.72
21110 - Shipping Packer 16.06
21130 - Shipping/Receiving Clerk 16.06
21140 - Store Worker I 14.06
21150 - Stock Clerk 18.33
21210 - Tools And Parts Attendant 18.72
21410 - Warehouse Specialist 18.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.97
23019 - Aircraft Logs and Records Technician 21.23
23021 - Aircraft Mechanic I 24.88
23022 - Aircraft Mechanic II 25.97
23023 - Aircraft Mechanic III 27.10
23040 - Aircraft Mechanic Helper 18.80
23050 - Aircraft Painter 23.76
23060 - Aircraft Servicer 21.23
23070 - Aircraft Survival Flight Equipment Technician 23.76
23080 - Aircraft Worker 22.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.53

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.88
23110 - Appliance Mechanic	23.76
23120 - Bicycle Repairer	20.04
23125 - Cable Splicer	28.40
23130 - Carpenter Maintenance	18.67
23140 - Carpet Layer	22.26
23160 - Electrician Maintenance	25.99
23181 - Electronics Technician Maintenance I	22.53
23182 - Electronics Technician Maintenance II	23.76
23183 - Electronics Technician Maintenance III	24.88
23260 - Fabric Worker	21.23
23290 - Fire Alarm System Mechanic	24.88
23310 - Fire Extinguisher Repairer	20.04
23311 - Fuel Distribution System Mechanic	28.29
23312 - Fuel Distribution System Operator	22.67
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	21.23
23382 - Ground Support Equipment Worker	22.53
23391 - Gunsmith I	20.04
23392 - Gunsmith II	22.53
23393 - Gunsmith III	24.88
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.12
23430 - Heavy Equipment Mechanic	23.53
23440 - Heavy Equipment Operator	19.10
23460 - Instrument Mechanic	24.88
23465 - Laboratory/Shelter Mechanic	23.76
23470 - Laborer	13.82
23510 - Locksmith	23.76
23530 - Machinery Maintenance Mechanic	22.63
23550 - Machinist Maintenance	27.59
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	24.88
23592 - Metrology Technician II	25.97
23593 - Metrology Technician III	27.10
23640 - Millwright	24.88
23710 - Office Appliance Repairer	20.04
23760 - Painter Maintenance	16.80
23790 - Pipefitter Maintenance	26.83
23810 - Plumber Maintenance	25.63
23820 - Pneudraulic Systems Mechanic	24.88
23850 - Rigger	24.88
23870 - Scale Mechanic	22.53
23890 - Sheet-Metal Worker Maintenance	20.42
23910 - Small Engine Mechanic	20.01
23931 - Telecommunications Mechanic I	31.03

23932 - Telecommunications Mechanic II 32.39
23950 - Telephone Lineman 31.63
23960 - Welder Combination Maintenance 22.69
23965 - Well Driller 24.88
23970 - Woodcraft Worker 24.88
23980 - Woodworker 20.04
24000 - Personal Needs Occupations
24550 - Case Manager 14.19
24570 - Child Care Attendant 10.23
24580 - Child Care Center Clerk 12.68
24610 - Chore Aide 9.64
24620 - Family Readiness And Support Services Coordinator 14.19
24630 - Homemaker 14.19
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.23
25040 - Sewage Plant Operator 20.53
25070 - Stationary Engineer 28.23
25190 - Ventilation Equipment Tender 20.49
25210 - Water Treatment Plant Operator 20.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 16.87
27007 - Baggage Inspector 15.43
27008 - Corrections Officer 19.25
27010 - Court Security Officer 19.59
27030 - Detection Dog Handler 17.26
27040 - Detention Officer 19.25
27070 - Firefighter 20.15
27101 - Guard I 15.43
27102 - Guard II 17.26
27131 - Police Officer I 19.87
27132 - Police Officer II 22.09
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.80
28042 - Carnival Equipment Repairer 14.71
28043 - Carnival Worker 10.79
28210 - Gate Attendant/Gate Tender 14.45
28310 - Lifeguard 12.80
28350 - Park Attendant (Aide) 16.17
28510 - Recreation Aide/Health Facility Attendant 11.80
28515 - Recreation Specialist 20.03
28630 - Sports Official 12.87
28690 - Swimming Pool Operator 17.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.53
29020 - Hatch Tender 22.53
29030 - Line Handler 22.53
29041 - Stevedore I 21.23
29042 - Stevedore II 23.76
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.33
30021 - Archeological Technician I 15.63
30022 - Archeological Technician II 17.59
30023 - Archeological Technician III 21.73
30030 - Cartographic Technician 21.73
30040 - Civil Engineering Technician 22.07
30051 - Cryogenic Technician I 23.44
30052 - Cryogenic Technician II 25.88
30061 - Drafter/CAD Operator I 15.27
30062 - Drafter/CAD Operator II 17.09
30063 - Drafter/CAD Operator III 19.04
30064 - Drafter/CAD Operator IV 23.44
30081 - Engineering Technician I 13.60
30082 - Engineering Technician II 15.27
30083 - Engineering Technician III 17.09
30084 - Engineering Technician IV 21.15
30085 - Engineering Technician V 25.88
30086 - Engineering Technician VI 31.31
30090 - Environmental Technician 23.70
30095 - Evidence Control Specialist 21.15
30210 - Laboratory Technician 21.13
30221 - Latent Fingerprint Technician I 23.44
30222 - Latent Fingerprint Technician II 25.88
30240 - Mathematical Technician 21.15
30361 - Paralegal/Legal Assistant I 18.99
30362 - Paralegal/Legal Assistant II 23.53
30363 - Paralegal/Legal Assistant III 28.77
30364 - Paralegal/Legal Assistant IV 34.81
30375 - Petroleum Supply Specialist 25.88
30390 - Photo-Optics Technician 20.65
30395 - Radiation Control Technician 25.88
30461 - Technical Writer I 21.15
30462 - Technical Writer II 25.88
30463 - Technical Writer III 31.31
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 23.44
30502 - Weather Forecaster II 28.50
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 19.04
30621 - Weather Observer Senior (see 2) 21.15
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.73
31020 - Bus Aide 14.30
31030 - Bus Driver 19.12

31043 - Driver Courier	13.88
31260 - Parking and Lot Attendant	13.57
31290 - Shuttle Bus Driver	14.43
31310 - Taxi Driver	13.75
31361 - Truckdriver Light	14.43
31362 - Truckdriver Medium	15.10
31363 - Truckdriver Heavy	19.15
31364 - Truckdriver Tractor-Trailer	19.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.98
99050 - Desk Clerk	10.14
99095 - Embalmer	26.70
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.14
99252 - Laboratory Animal Caretaker II	13.08
99260 - Marketing Analyst	24.68
99310 - Mortician	26.70
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	15.45
99711 - Recycling Specialist	18.06
99730 - Refuse Collector	14.12
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	15.45
99830 - Survey Party Chief	20.25
99831 - Surveying Aide	12.26
99832 - Surveying Technician	16.79
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	19.76

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4339
Revision No.: 12
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Tennessee Virginia

Area: Tennessee Counties of Hawkins Sullivan

Virginia Counties of Scott Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.31
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.03
01090 - Duplicating Machine Operator		14.03

01111 - General Clerk I	12.57
01112 - General Clerk II	13.71
01113 - General Clerk III	15.39
01120 - Housing Referral Assistant	19.65
01141 - Messenger Courier	11.04
01191 - Order Clerk I	13.12
01192 - Order Clerk II	14.31
01261 - Personnel Assistant (Employment) I	17.51
01262 - Personnel Assistant (Employment) II	19.58
01263 - Personnel Assistant (Employment) III	21.85
01270 - Production Control Clerk	24.89
01290 - Rental Clerk	11.39
01300 - Scheduler Maintenance	15.75
01311 - Secretary I	15.75
01312 - Secretary II	17.63
01313 - Secretary III	19.65
01320 - Service Order Dispatcher	16.00
01410 - Supply Technician	24.31
01420 - Survey Worker	13.54
01460 - Switchboard Operator/Receptionist	12.44
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	14.95
01611 - Word Processor I	14.03
01612 - Word Processor II	15.75
01613 - Word Processor III	17.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.97
05010 - Automotive Electrician	15.74
05040 - Automotive Glass Installer	14.89
05070 - Automotive Worker	14.89
05110 - Mobile Equipment Servicer	13.18
05130 - Motor Equipment Metal Mechanic	16.56
05160 - Motor Equipment Metal Worker	14.89
05190 - Motor Vehicle Mechanic	16.56
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	14.02
05280 - Motor Vehicle Wrecker	14.89
05310 - Painter Automotive	15.74
05340 - Radiator Repair Specialist	14.89
05370 - Tire Repairer	13.04
05400 - Transmission Repair Specialist	16.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.18
07041 - Cook I	11.37
07042 - Cook II	12.84
07070 - Dishwasher	10.00
07130 - Food Service Worker	9.44
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.08

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	17.78
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.43
11060 - Elevator Operator	10.96
11090 - Gardener	16.43
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.33
11260 - Pruner	11.83
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.10
12000 - Health Occupations	
12010 - Ambulance Driver	17.26
12011 - Breath Alcohol Technician	17.26
12012 - Certified Occupational Therapist Assistant	32.39
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	30.48
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.26
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.26
12073 - Licensed Practical Nurse III	19.24
12100 - Medical Assistant	16.63
12130 - Medical Laboratory Technician	21.03
12160 - Medical Record Clerk	14.51
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	37.92
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	20.63
12236 - Optical Technician	15.42
12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	14.65
12305 - Radiologic Technologist	22.63
12311 - Registered Nurse I	22.53
12312 - Registered Nurse II	27.56
12313 - Registered Nurse II Specialist	27.56

12314 - Registered Nurse III		33.33
12315 - Registered Nurse III Anesthetist		33.33
12316 - Registered Nurse IV		39.95
12317 - Scheduler (Drug and Alcohol Testing)		21.38
12320 - Substance Abuse Treatment Counselor		17.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.17
13012 - Exhibits Specialist II		21.26
13013 - Exhibits Specialist III		26.01
13041 - Illustrator I		17.17
13042 - Illustrator II		21.26
13043 - Illustrator III		26.01
13047 - Librarian		23.55
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		21.26
13058 - Library Technician		13.87
13061 - Media Specialist I		15.34
13062 - Media Specialist II		17.17
13063 - Media Specialist III		19.13
13071 - Photographer I		15.34
13072 - Photographer II		17.17
13073 - Photographer III		21.26
13074 - Photographer IV		26.01
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.38
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	19.58
14072 - Computer Programmer II	(see 1)	24.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.52
14160 - Personal Computer Support Technician		22.38
14170 - System Support Specialist		25.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.77
15030 - Air Crew Training Devices Instructor (Pilot)		41.15
15050 - Computer Based Training Specialist / Instructor		28.74
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		41.15

15080 - Graphic Artist 22.26
15085 - Maintenance Test Pilot Fixed Jet/Prop 41.15
15086 - Maintenance Test Pilot Rotary Wing 41.15
15088 - Non-Maintenance Test/Co-Pilot 41.15
15090 - Technical Instructor 23.38
15095 - Technical Instructor/Course Developer 28.61
15110 - Test Proctor 18.88
15120 - Tutor 18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.81
16030 - Counter Attendant 10.74
16040 - Dry Cleaner 13.72
16070 - Finisher Flatwork Machine 10.81
16090 - Presser Hand 10.81
16110 - Presser Machine Drycleaning 10.81
16130 - Presser Machine Shirts 10.81
16160 - Presser Machine Wearing Apparel Laundry 10.81
16190 - Sewing Machine Operator 14.43
16220 - Tailor 15.37
16250 - Washer Machine 11.82
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.06
19040 - Tool And Die Maker 23.87
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.89
21030 - Material Coordinator 24.89
21040 - Material Expediter 24.89
21050 - Material Handling Laborer 12.95
21071 - Order Filler 12.53
21080 - Production Line Worker (Food Processing) 18.89
21110 - Shipping Packer 16.35
21130 - Shipping/Receiving Clerk 16.35
21140 - Store Worker I 12.03
21150 - Stock Clerk 15.71
21210 - Tools And Parts Attendant 18.89
21410 - Warehouse Specialist 18.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.49
23019 - Aircraft Logs and Records Technician 20.50
23021 - Aircraft Mechanic I 24.21
23022 - Aircraft Mechanic II 25.49
23023 - Aircraft Mechanic III 26.75
23040 - Aircraft Mechanic Helper 18.03
23050 - Aircraft Painter 23.01
23060 - Aircraft Servicer 20.50
23070 - Aircraft Survival Flight Equipment Technician 23.01
23080 - Aircraft Worker 21.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 24.21

II
23110 - Appliance Mechanic 23.01
23120 - Bicycle Repairer 17.97
23125 - Cable Splicer 33.27
23130 - Carpenter Maintenance 18.52
23140 - Carpet Layer 21.77
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 27.06
23183 - Electronics Technician Maintenance III 28.47
23260 - Fabric Worker 20.50
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.28
23370 - General Maintenance Worker 18.65
23380 - Ground Support Equipment Mechanic 24.21
23381 - Ground Support Equipment Servicer 20.50
23382 - Ground Support Equipment Worker 21.77
23391 - Gunsmith I 19.28
23392 - Gunsmith II 21.77
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.75
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.01
23470 - Laborer 12.95
23510 - Locksmith 23.01
23530 - Machinery Maintenance Mechanic 30.50
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.49
23593 - Metrology Technician III 26.75
23640 - Millwright 26.97
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 16.68
23790 - Pipefitter Maintenance 22.62
23810 - Plumber Maintenance 21.58
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.77
23890 - Sheet-Metal Worker Maintenance 20.50
23910 - Small Engine Mechanic 15.41
23931 - Telecommunications Mechanic I 25.24
23932 - Telecommunications Mechanic II 26.57

23950 - Telephone Lineman	25.81
23960 - Welder Combination Maintenance	19.71
23965 - Well Driller	24.21
23970 - Woodcraft Worker	24.21
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24550 - Case Manager	13.85
24570 - Child Care Attendant	9.24
24580 - Child Care Center Clerk	11.52
24610 - Chore Aide	9.80
24620 - Family Readiness And Support Services Coordinator	13.85
24630 - Homemaker	13.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.21
25040 - Sewage Plant Operator	20.61
25070 - Stationary Engineer	24.21
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	20.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	13.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	15.11
27040 - Detention Officer	17.31
27070 - Firefighter	17.05
27101 - Guard I	13.52
27102 - Guard II	15.11
27131 - Police Officer I	18.54
27132 - Police Officer II	20.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.93
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	18.86
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.77
29020 - Hatch Tender	21.77
29030 - Line Handler	21.77
29041 - Stevedore I	20.50
29042 - Stevedore II	23.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 23.91
30051 - Cryogenic Technician I 26.27
30052 - Cryogenic Technician II 29.02
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 21.10
30063 - Drafter/CAD Operator III 23.79
30064 - Drafter/CAD Operator IV 27.31
30081 - Engineering Technician I 15.38
30082 - Engineering Technician II 17.27
30083 - Engineering Technician III 19.32
30084 - Engineering Technician IV 23.93
30085 - Engineering Technician V 29.27
30086 - Engineering Technician VI 35.42
30090 - Environmental Technician 24.65
30095 - Evidence Control Specialist 23.72
30210 - Laboratory Technician 25.18
30221 - Latent Fingerprint Technician I 26.27
30222 - Latent Fingerprint Technician II 29.02
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 19.34
30362 - Paralegal/Legal Assistant II 23.95
30363 - Paralegal/Legal Assistant III 29.30
30364 - Paralegal/Legal Assistant IV 35.45
30375 - Petroleum Supply Specialist 29.02
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 29.02
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.87
30463 - Technical Writer III 35.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.79
30621 - Weather Observer Senior (see 2) 24.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 13.00
31030 - Bus Driver 19.82
31043 - Driver Courier 16.22

31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	17.31
31310 - Taxi Driver	13.40
31361 - Truckdriver Light	17.31
31362 - Truckdriver Medium	18.41
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	9.68
99095 - Embalmer	22.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.56
99252 - Laboratory Animal Caretaker II	12.36
99260 - Marketing Analyst	26.26
99310 - Mortician	22.99
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.13
99730 - Refuse Collector	13.40
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	13.02
99830 - Survey Party Chief	23.07
99831 - Surveying Aide	14.96
99832 - Surveying Technician	20.43
99840 - Vending Machine Attendant	16.91
99841 - Vending Machine Repairer	20.42
99842 - Vending Machine Repairer Helper	16.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4340
Revision No.: 12
Date Of Last Revision: 06/10/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Tennessee Virginia

Area: Tennessee Counties of Hawkins Sullivan

Virginia Counties of Scott Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		24.31
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		14.49
01052 - Data Entry Operator II		15.81

01060 - Dispatcher Motor Vehicle 17.90
01070 - Document Preparation Clerk 14.03
01090 - Duplicating Machine Operator 14.03
01111 - General Clerk I 12.57
01112 - General Clerk II 13.71
01113 - General Clerk III 15.39
01120 - Housing Referral Assistant 19.65
01141 - Messenger Courier 11.04
01191 - Order Clerk I 13.12
01192 - Order Clerk II 14.31
01261 - Personnel Assistant (Employment) I 17.51
01262 - Personnel Assistant (Employment) II 19.58
01263 - Personnel Assistant (Employment) III 21.85
01270 - Production Control Clerk 24.89
01290 - Rental Clerk 11.39
01300 - Scheduler Maintenance 15.75
01311 - Secretary I 15.75
01312 - Secretary II 17.63
01313 - Secretary III 19.65
01320 - Service Order Dispatcher 16.00
01410 - Supply Technician 24.31
01420 - Survey Worker 13.54
01460 - Switchboard Operator/Receptionist 12.44
01531 - Travel Clerk I 13.62
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 14.95
01611 - Word Processor I 14.03
01612 - Word Processor II 15.75
01613 - Word Processor III 17.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.97
05010 - Automotive Electrician 15.74
05040 - Automotive Glass Installer 14.89
05070 - Automotive Worker 14.89
05110 - Mobile Equipment Servicer 13.18
05130 - Motor Equipment Metal Mechanic 16.56
05160 - Motor Equipment Metal Worker 14.89
05190 - Motor Vehicle Mechanic 16.56
05220 - Motor Vehicle Mechanic Helper 12.36
05250 - Motor Vehicle Upholstery Worker 14.02
05280 - Motor Vehicle Wrecker 14.89
05310 - Painter Automotive 15.74
05340 - Radiator Repair Specialist 14.89
05370 - Tire Repairer 13.04
05400 - Transmission Repair Specialist 16.56
07000 - Food Preparation And Service Occupations
07010 - Baker 11.18
07041 - Cook I 11.37
07042 - Cook II 12.84
07070 - Dishwasher 10.00

07130 - Food Service Worker	9.44
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.57
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	19.57
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	17.78
09130 - Upholsterer	19.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.43
11060 - Elevator Operator	10.96
11090 - Gardener	16.43
11122 - Housekeeping Aide	10.96
11150 - Janitor	10.96
11210 - Laborer Grounds Maintenance	13.06
11240 - Maid or Houseman	9.33
11260 - Pruner	11.83
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.10
12000 - Health Occupations	
12010 - Ambulance Driver	17.26
12011 - Breath Alcohol Technician	17.26
12012 - Certified Occupational Therapist Assistant	32.39
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	30.48
12030 - EKG Technician	24.53
12035 - Electroneurodiagnostic Technologist	24.53
12040 - Emergency Medical Technician	17.26
12071 - Licensed Practical Nurse I	15.42
12072 - Licensed Practical Nurse II	17.26
12073 - Licensed Practical Nurse III	19.24
12100 - Medical Assistant	16.63
12130 - Medical Laboratory Technician	21.03
12160 - Medical Record Clerk	14.51
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	16.14
12210 - Nuclear Medicine Technologist	37.92
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	20.63
12236 - Optical Technician	15.42
12250 - Pharmacy Technician	13.79
12280 - Phlebotomist	14.65
12305 - Radiologic Technologist	22.63

12311 - Registered Nurse I		22.53
12312 - Registered Nurse II		27.56
12313 - Registered Nurse II Specialist		27.56
12314 - Registered Nurse III		33.33
12315 - Registered Nurse III Anesthetist		33.33
12316 - Registered Nurse IV		39.95
12317 - Scheduler (Drug and Alcohol Testing)		21.38
12320 - Substance Abuse Treatment Counselor		17.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.17
13012 - Exhibits Specialist II		21.26
13013 - Exhibits Specialist III		26.01
13041 - Illustrator I		17.17
13042 - Illustrator II		21.26
13043 - Illustrator III		26.01
13047 - Librarian		23.55
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		21.26
13058 - Library Technician		13.87
13061 - Media Specialist I		15.34
13062 - Media Specialist II		17.17
13063 - Media Specialist III		19.13
13071 - Photographer I		15.34
13072 - Photographer II		17.17
13073 - Photographer III		21.26
13074 - Photographer IV		26.01
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		15.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.38
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	19.58
14072 - Computer Programmer II	(see 1)	24.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.52
14160 - Personal Computer Support Technician		22.38
14170 - System Support Specialist		25.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.74
15020 - Aircrew Training Devices Instructor (Rated)		34.77
15030 - Air Crew Training Devices Instructor (Pilot)		41.15

15050 - Computer Based Training Specialist / Instructor	28.74
15060 - Educational Technologist	29.95
15070 - Flight Instructor (Pilot)	41.15
15080 - Graphic Artist	22.26
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.15
15086 - Maintenance Test Pilot Rotary Wing	41.15
15088 - Non-Maintenance Test/Co-Pilot	41.15
15090 - Technical Instructor	23.38
15095 - Technical Instructor/Course Developer	28.61
15110 - Test Proctor	18.88
15120 - Tutor	18.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.74
16040 - Dry Cleaner	13.72
16070 - Finisher Flatwork Machine	10.81
16090 - Presser Hand	10.81
16110 - Presser Machine Drycleaning	10.81
16130 - Presser Machine Shirts	10.81
16160 - Presser Machine Wearing Apparel Laundry	10.81
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.37
16250 - Washer Machine	11.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.06
19040 - Tool And Die Maker	23.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.89
21030 - Material Coordinator	24.89
21040 - Material Expediter	24.89
21050 - Material Handling Laborer	12.95
21071 - Order Filler	12.53
21080 - Production Line Worker (Food Processing)	18.89
21110 - Shipping Packer	16.35
21130 - Shipping/Receiving Clerk	16.35
21140 - Store Worker I	12.03
21150 - Stock Clerk	15.71
21210 - Tools And Parts Attendant	18.89
21410 - Warehouse Specialist	18.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.49
23019 - Aircraft Logs and Records Technician	20.50
23021 - Aircraft Mechanic I	24.21
23022 - Aircraft Mechanic II	25.49
23023 - Aircraft Mechanic III	26.75
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft Painter	23.01
23060 - Aircraft Servicer	20.50
23070 - Aircraft Survival Flight Equipment Technician	23.01
23080 - Aircraft Worker	21.77

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.21
23110 - Appliance Mechanic 23.01
23120 - Bicycle Repairer 17.97
23125 - Cable Splicer 33.27
23130 - Carpenter Maintenance 18.52
23140 - Carpet Layer 21.77
23160 - Electrician Maintenance 22.60
23181 - Electronics Technician Maintenance I 25.60
23182 - Electronics Technician Maintenance II 27.06
23183 - Electronics Technician Maintenance III 28.47
23260 - Fabric Worker 20.50
23290 - Fire Alarm System Mechanic 24.21
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 24.21
23312 - Fuel Distribution System Operator 19.28
23370 - General Maintenance Worker 18.65
23380 - Ground Support Equipment Mechanic 24.21
23381 - Ground Support Equipment Servicer 20.50
23382 - Ground Support Equipment Worker 21.77
23391 - Gunsmith I 19.28
23392 - Gunsmith II 21.77
23393 - Gunsmith III 24.21
23410 - Heating Ventilation And Air-Conditioning Mechanic 19.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 20.75
23430 - Heavy Equipment Mechanic 23.50
23440 - Heavy Equipment Operator 18.91
23460 - Instrument Mechanic 24.21
23465 - Laboratory/Shelter Mechanic 23.01
23470 - Laborer 12.95
23510 - Locksmith 23.01
23530 - Machinery Maintenance Mechanic 30.50
23550 - Machinist Maintenance 22.23
23580 - Maintenance Trades Helper 15.20
23591 - Metrology Technician I 24.21
23592 - Metrology Technician II 25.49
23593 - Metrology Technician III 26.75
23640 - Millwright 26.97
23710 - Office Appliance Repairer 18.22
23760 - Painter Maintenance 16.68
23790 - Pipefitter Maintenance 22.62
23810 - Plumber Maintenance 21.58
23820 - Pneudraulic Systems Mechanic 24.21
23850 - Rigger 24.21
23870 - Scale Mechanic 21.77
23890 - Sheet-Metal Worker Maintenance 20.50

23910 - Small Engine Mechanic	15.41
23931 - Telecommunications Mechanic I	25.24
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	25.81
23960 - Welder Combination Maintenance	19.71
23965 - Well Driller	24.21
23970 - Woodcraft Worker	24.21
23980 - Woodworker	19.28
24000 - Personal Needs Occupations	
24550 - Case Manager	13.85
24570 - Child Care Attendant	9.24
24580 - Child Care Center Clerk	11.52
24610 - Chore Aide	9.80
24620 - Family Readiness And Support Services Coordinator	13.85
24630 - Homemaker	13.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.21
25040 - Sewage Plant Operator	20.61
25070 - Stationary Engineer	24.21
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	20.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	13.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	15.11
27040 - Detention Officer	17.31
27070 - Firefighter	17.05
27101 - Guard I	13.52
27102 - Guard II	15.11
27131 - Police Officer I	18.54
27132 - Police Officer II	20.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.93
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	18.86
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.77
29020 - Hatch Tender	21.77
29030 - Line Handler	21.77
29041 - Stevedore I	20.50

29042 - Stevedore II 23.01
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.48
30022 - Archeological Technician II 21.10
30023 - Archeological Technician III 25.64
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 23.91
30051 - Cryogenic Technician I 26.27
30052 - Cryogenic Technician II 29.02
30061 - Drafter/CAD Operator I 18.48
30062 - Drafter/CAD Operator II 21.10
30063 - Drafter/CAD Operator III 23.79
30064 - Drafter/CAD Operator IV 27.31
30081 - Engineering Technician I 15.38
30082 - Engineering Technician II 17.27
30083 - Engineering Technician III 19.32
30084 - Engineering Technician IV 23.93
30085 - Engineering Technician V 29.27
30086 - Engineering Technician VI 35.42
30090 - Environmental Technician 24.65
30095 - Evidence Control Specialist 23.72
30210 - Laboratory Technician 25.18
30221 - Latent Fingerprint Technician I 26.27
30222 - Latent Fingerprint Technician II 29.02
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 19.34
30362 - Paralegal/Legal Assistant II 23.95
30363 - Paralegal/Legal Assistant III 29.30
30364 - Paralegal/Legal Assistant IV 35.45
30375 - Petroleum Supply Specialist 29.02
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 29.02
30461 - Technical Writer I 24.66
30462 - Technical Writer II 30.87
30463 - Technical Writer III 35.42
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.31
30502 - Weather Forecaster II 33.22
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.79
30621 - Weather Observer Senior (see 2) 24.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67

31020 - Bus Aide	13.00
31030 - Bus Driver	19.82
31043 - Driver Courier	16.22
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	17.31
31310 - Taxi Driver	13.40
31361 - Truckdriver Light	17.31
31362 - Truckdriver Medium	18.41
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.42
99050 - Desk Clerk	9.68
99095 - Embalmer	22.99
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.56
99252 - Laboratory Animal Caretaker II	12.36
99260 - Marketing Analyst	26.26
99310 - Mortician	22.99
99410 - Pest Controller	18.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.61
99711 - Recycling Specialist	17.13
99730 - Refuse Collector	13.40
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	13.02
99830 - Survey Party Chief	23.07
99831 - Surveying Aide	14.96
99832 - Surveying Technician	20.43
99840 - Vending Machine Attendant	16.91
99841 - Vending Machine Repairer	20.42
99842 - Vending Machine Repairer Helper	16.91

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4341
Revision No.: 15
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina Virginia

Area: North Carolina Counties of Currituck Gates

Virginia Counties of Chesapeake Gloucester Hampton Isle of Wight James City Mathews Newport News Norfolk Poquoson Portsmouth Suffolk Virginia Beach Williamsburg York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.28
01012 - Accounting Clerk II		17.15
01013 - Accounting Clerk III		19.19
01020 - Administrative Assistant		26.71
01035 - Court Reporter		20.70
01041 - Customer Service Representative I		11.79
01042 - Customer Service Representative II		13.27
01043 - Customer Service Representative III		14.47
01051 - Data Entry Operator I		14.36
01052 - Data Entry Operator II		15.66
01060 - Dispatcher Motor Vehicle		19.54

01070 - Document Preparation Clerk 15.63
01090 - Duplicating Machine Operator 15.63
01111 - General Clerk I 13.63
01112 - General Clerk II 14.87
01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 19.90
01141 - Messenger Courier 14.20
01191 - Order Clerk I 15.44
01192 - Order Clerk II 17.61
01261 - Personnel Assistant (Employment) I 16.38
01262 - Personnel Assistant (Employment) II 18.33
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 29.20
01290 - Rental Clerk 14.15
01300 - Scheduler Maintenance 15.95
01311 - Secretary I 15.95
01312 - Secretary II 17.85
01313 - Secretary III 19.90
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 26.71
01420 - Survey Worker 14.97
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 14.77
01532 - Travel Clerk II 15.77
01533 - Travel Clerk III 16.72
01611 - Word Processor I 15.06
01612 - Word Processor II 16.90
01613 - Word Processor III 18.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.82
05010 - Automotive Electrician 21.99
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 18.79
05130 - Motor Equipment Metal Mechanic 23.08
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 23.08
05220 - Motor Vehicle Mechanic Helper 17.70
05250 - Motor Vehicle Upholstery Worker 19.80
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 23.08
07000 - Food Preparation And Service Occupations
07010 - Baker 13.43
07041 - Cook I 13.75
07042 - Cook II 15.25
07070 - Dishwasher 9.56
07130 - Food Service Worker 10.50

07210 - Meat Cutter 18.11
07260 - Waiter/Waitress 11.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.35
09040 - Furniture Handler 14.67
09080 - Furniture Refinisher 21.23
09090 - Furniture Refinisher Helper 15.80
09110 - Furniture Repairer Minor 17.62
09130 - Upholsterer 20.17
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.41
11060 - Elevator Operator 11.92
11090 - Gardener 15.60
11122 - Housekeeping Aide 11.92
11150 - Janitor 11.92
11210 - Laborer Grounds Maintenance 13.01
11240 - Maid or Houseman 10.02
11260 - Pruner 12.04
11270 - Tractor Operator 14.70
11330 - Trail Maintenance Worker 13.01
11360 - Window Cleaner 12.64
12000 - Health Occupations
12010 - Ambulance Driver 16.93
12011 - Breath Alcohol Technician 16.99
12012 - Certified Occupational Therapist Assistant 30.72
12015 - Certified Physical Therapist Assistant 28.62
12020 - Dental Assistant 18.88
12025 - Dental Hygienist 37.02
12030 - EKG Technician 29.13
12035 - Electroneurodiagnostic Technologist 29.13
12040 - Emergency Medical Technician 16.93
12071 - Licensed Practical Nurse I 16.79
12072 - Licensed Practical Nurse II 18.79
12073 - Licensed Practical Nurse III 20.95
12100 - Medical Assistant 15.87
12130 - Medical Laboratory Technician 24.14
12160 - Medical Record Clerk 17.21
12190 - Medical Record Technician 19.26
12195 - Medical Transcriptionist 16.79
12210 - Nuclear Medicine Technologist 35.36
12221 - Nursing Assistant I 11.33
12222 - Nursing Assistant II 12.73
12223 - Nursing Assistant III 13.89
12224 - Nursing Assistant IV 15.59
12235 - Optical Dispenser 22.80
12236 - Optical Technician 20.08
12250 - Pharmacy Technician 17.33
12280 - Phlebotomist 17.16
12305 - Radiologic Technologist 28.17
12311 - Registered Nurse I 24.37

12312 - Registered Nurse II		29.81
12313 - Registered Nurse II Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		23.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.51
13012 - Exhibits Specialist II		27.90
13013 - Exhibits Specialist III		32.11
13041 - Illustrator I		22.93
13042 - Illustrator II		28.39
13043 - Illustrator III		34.74
13047 - Librarian		32.67
13050 - Library Aide/Clerk		13.04
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.43
13061 - Media Specialist I		20.49
13062 - Media Specialist II		22.93
13063 - Media Specialist III		25.56
13071 - Photographer I		13.93
13072 - Photographer II		20.31
13073 - Photographer III		24.67
13074 - Photographer IV		27.39
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		16.38
13110 - Video Teleconference Technician		22.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	22.93
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.24

15060 - Educational Technologist 35.82
15070 - Flight Instructor (Pilot) 48.04
15080 - Graphic Artist 24.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.05
15086 - Maintenance Test Pilot Rotary Wing 43.05
15088 - Non-Maintenance Test/Co-Pilot 43.05
15090 - Technical Instructor 25.94
15095 - Technical Instructor/Course Developer 31.73
15110 - Test Proctor 20.94
15120 - Tutor 20.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 12.23
16070 - Finisher Flatwork Machine 9.54
16090 - Presser Hand 9.54
16110 - Presser Machine Drycleaning 9.54
16130 - Presser Machine Shirts 9.54
16160 - Presser Machine Wearing Apparel Laundry 9.54
16190 - Sewing Machine Operator 13.11
16220 - Tailor 14.05
16250 - Washer Machine 10.44
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.50
19040 - Tool And Die Maker 29.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.49
21030 - Material Coordinator 29.20
21040 - Material Expediter 29.20
21050 - Material Handling Laborer 12.63
21071 - Order Filler 13.09
21080 - Production Line Worker (Food Processing) 19.49
21110 - Shipping Packer 16.68
21130 - Shipping/Receiving Clerk 16.68
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.43
21210 - Tools And Parts Attendant 19.49
21410 - Warehouse Specialist 19.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.24
23019 - Aircraft Logs and Records Technician 27.98
23021 - Aircraft Mechanic I 32.61
23022 - Aircraft Mechanic II 34.24
23023 - Aircraft Mechanic III 35.83
23040 - Aircraft Mechanic Helper 25.01
23050 - Aircraft Painter 31.07
23060 - Aircraft Servicer 27.98
23070 - Aircraft Survival Flight Equipment Technician 31.07
23080 - Aircraft Worker 29.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.45

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 32.61
II
23110 - Appliance Mechanic 19.55
23120 - Bicycle Repairer 21.03
23125 - Cable Splicer 28.38
23130 - Carpenter Maintenance 21.24
23140 - Carpet Layer 23.32
23160 - Electrician Maintenance 23.80
23181 - Electronics Technician Maintenance I 24.36
23182 - Electronics Technician Maintenance II 25.70
23183 - Electronics Technician Maintenance III 26.97
23260 - Fabric Worker 22.17
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 21.03
23311 - Fuel Distribution System Mechanic 32.47
23312 - Fuel Distribution System Operator 26.44
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 32.61
23381 - Ground Support Equipment Servicer 27.98
23382 - Ground Support Equipment Worker 29.45
23391 - Gunsmith I 21.03
23392 - Gunsmith II 23.32
23393 - Gunsmith III 25.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.11
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 27.97
23465 - Laboratory/Shelter Mechanic 19.96
23470 - Laborer 12.63
23510 - Locksmith 23.94
23530 - Machinery Maintenance Mechanic 25.90
23550 - Machinist Maintenance 26.04
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 27.97
23592 - Metrology Technician II 29.37
23593 - Metrology Technician III 30.74
23640 - Millwright 27.56
23710 - Office Appliance Repairer 25.03
23760 - Painter Maintenance 20.11
23790 - Pipefitter Maintenance 24.72
23810 - Plumber Maintenance 23.55
23820 - Pneudraulic Systems Mechanic 25.83
23850 - Rigger 25.83
23870 - Scale Mechanic 23.32
23890 - Sheet-Metal Worker Maintenance 25.99
23910 - Small Engine Mechanic 20.11

23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	31.45
23960 - Welder Combination Maintenance	24.91
23965 - Well Driller	25.83
23970 - Woodcraft Worker	25.83
23980 - Woodworker	21.03
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.45
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.37
25040 - Sewage Plant Operator	21.17
25070 - Stationary Engineer	25.37
25190 - Ventilation Equipment Tender	19.46
25210 - Water Treatment Plant Operator	21.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.85
27007 - Baggage Inspector	14.97
27008 - Corrections Officer	20.71
27010 - Court Security Officer	22.47
27030 - Detection Dog Handler	16.75
27040 - Detention Officer	20.71
27070 - Firefighter	24.23
27101 - Guard I	14.97
27102 - Guard II	16.75
27131 - Police Officer I	22.84
27132 - Police Officer II	25.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.19
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.88
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.50
29020 - Hatch Tender	27.50
29030 - Line Handler	27.50
29041 - Stevedore I	26.13
29042 - Stevedore II	29.01

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		26.68
30040 - Civil Engineering Technician		28.34
30051 - Cryogenic Technician I		25.67
30052 - Cryogenic Technician II		28.36
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.52
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		19.79
30083 - Engineering Technician III		22.59
30084 - Engineering Technician IV		27.42
30085 - Engineering Technician V		33.54
30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		24.06
30095 - Evidence Control Specialist		22.05
30210 - Laboratory Technician		21.99
30221 - Latent Fingerprint Technician I		24.47
30222 - Latent Fingerprint Technician II		27.02
30240 - Mathematical Technician		29.35
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.38
30364 - Paralegal/Legal Assistant IV		34.32
30375 - Petroleum Supply Specialist		26.97
30390 - Photo-Optics Technician		26.68
30395 - Radiation Control Technician		26.97
30461 - Technical Writer I		24.00
30462 - Technical Writer II		29.36
30463 - Technical Writer III		35.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.02
30502 - Weather Forecaster II		30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer Senior	(see 2)	25.48

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		14.46

31030 - Bus Driver	18.27
31043 - Driver Courier	13.80
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	15.59
31363 - Truckdriver Heavy	19.05
31364 - Truckdriver Tractor-Trailer	19.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	9.92
99095 - Embalmer	30.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.84
99260 - Marketing Analyst	28.59
99310 - Mortician	30.76
99410 - Pest Controller	17.90
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	19.47
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	17.80
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	21.69
99831 - Surveying Aide	13.54
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4342
Revision No.: 15
Date Of Last Revision: 08/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina Virginia

Area: North Carolina Counties of Currituck Gates

Virginia Counties of Chesapeake Gloucester Hampton Isle of Wight James City Mathews Newport News Norfolk Poquoson Portsmouth Suffolk Virginia Beach Williamsburg York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.28
01012 - Accounting Clerk II		17.15
01013 - Accounting Clerk III		19.19
01020 - Administrative Assistant		26.71
01035 - Court Reporter		20.70
01041 - Customer Service Representative I		11.79
01042 - Customer Service Representative II		13.27
01043 - Customer Service Representative III		14.47

01051 - Data Entry Operator I 14.36
01052 - Data Entry Operator II 15.66
01060 - Dispatcher Motor Vehicle 19.54
01070 - Document Preparation Clerk 15.63
01090 - Duplicating Machine Operator 15.63
01111 - General Clerk I 13.63
01112 - General Clerk II 14.87
01113 - General Clerk III 16.69
01120 - Housing Referral Assistant 19.90
01141 - Messenger Courier 14.20
01191 - Order Clerk I 15.44
01192 - Order Clerk II 17.61
01261 - Personnel Assistant (Employment) I 16.38
01262 - Personnel Assistant (Employment) II 18.33
01263 - Personnel Assistant (Employment) III 20.43
01270 - Production Control Clerk 29.20
01290 - Rental Clerk 14.15
01300 - Scheduler Maintenance 15.95
01311 - Secretary I 15.95
01312 - Secretary II 17.85
01313 - Secretary III 19.90
01320 - Service Order Dispatcher 17.46
01410 - Supply Technician 26.71
01420 - Survey Worker 14.97
01460 - Switchboard Operator/Receptionist 13.16
01531 - Travel Clerk I 14.77
01532 - Travel Clerk II 15.77
01533 - Travel Clerk III 16.72
01611 - Word Processor I 15.06
01612 - Word Processor II 16.90
01613 - Word Processor III 18.91
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 25.82
05010 - Automotive Electrician 21.99
05040 - Automotive Glass Installer 20.85
05070 - Automotive Worker 20.85
05110 - Mobile Equipment Servicer 18.79
05130 - Motor Equipment Metal Mechanic 23.08
05160 - Motor Equipment Metal Worker 20.85
05190 - Motor Vehicle Mechanic 23.08
05220 - Motor Vehicle Mechanic Helper 17.70
05250 - Motor Vehicle Upholstery Worker 19.80
05280 - Motor Vehicle Wrecker 20.85
05310 - Painter Automotive 21.99
05340 - Radiator Repair Specialist 20.85
05370 - Tire Repairer 13.84
05400 - Transmission Repair Specialist 23.08
07000 - Food Preparation And Service Occupations
07010 - Baker 13.43
07041 - Cook I 13.75

07042 - Cook II	15.25
07070 - Dishwasher	9.56
07130 - Food Service Worker	10.50
07210 - Meat Cutter	18.11
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.35
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	17.62
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.41
11060 - Elevator Operator	11.92
11090 - Gardener	15.60
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	13.01
11240 - Maid or Houseman	10.02
11260 - Pruner	12.04
11270 - Tractor Operator	14.70
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.93
12011 - Breath Alcohol Technician	16.99
12012 - Certified Occupational Therapist Assistant	30.72
12015 - Certified Physical Therapist Assistant	28.62
12020 - Dental Assistant	18.88
12025 - Dental Hygienist	37.02
12030 - EKG Technician	29.13
12035 - Electroneurodiagnostic Technologist	29.13
12040 - Emergency Medical Technician	16.93
12071 - Licensed Practical Nurse I	16.79
12072 - Licensed Practical Nurse II	18.79
12073 - Licensed Practical Nurse III	20.95
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	24.14
12160 - Medical Record Clerk	17.21
12190 - Medical Record Technician	19.26
12195 - Medical Transcriptionist	16.79
12210 - Nuclear Medicine Technologist	35.36
12221 - Nursing Assistant I	11.33
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.59
12235 - Optical Dispenser	22.80
12236 - Optical Technician	20.08
12250 - Pharmacy Technician	17.33

12280 - Phlebotomist		17.16
12305 - Radiologic Technologist		28.17
12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		23.28
12320 - Substance Abuse Treatment Counselor		23.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.51
13012 - Exhibits Specialist II		27.90
13013 - Exhibits Specialist III		32.11
13041 - Illustrator I		22.93
13042 - Illustrator II		28.39
13043 - Illustrator III		34.74
13047 - Librarian		32.67
13050 - Library Aide/Clerk		13.04
13054 - Library Information Technology Systems Administrator		26.20
13058 - Library Technician		17.43
13061 - Media Specialist I		20.49
13062 - Media Specialist II		22.93
13063 - Media Specialist III		25.56
13071 - Photographer I		13.93
13072 - Photographer II		20.31
13073 - Photographer III		24.67
13074 - Photographer IV		27.39
13075 - Photographer V		31.46
13090 - Technical Order Library Clerk		16.38
13110 - Video Teleconference Technician		22.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.12
14042 - Computer Operator II		19.14
14043 - Computer Operator III		21.35
14044 - Computer Operator IV		23.73
14045 - Computer Operator V		26.27
14071 - Computer Programmer I	(see 1)	22.93
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		27.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24

15020 - Aircrew Training Devices Instructor (Rated) 40.21
15030 - Air Crew Training Devices Instructor (Pilot) 48.04
15050 - Computer Based Training Specialist / Instructor 33.24
15060 - Educational Technologist 35.82
15070 - Flight Instructor (Pilot) 48.04
15080 - Graphic Artist 24.74
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.05
15086 - Maintenance Test Pilot Rotary Wing 43.05
15088 - Non-Maintenance Test/Co-Pilot 43.05
15090 - Technical Instructor 25.94
15095 - Technical Instructor/Course Developer 31.73
15110 - Test Proctor 20.94
15120 - Tutor 20.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 9.54
16030 - Counter Attendant 9.54
16040 - Dry Cleaner 12.23
16070 - Finisher Flatwork Machine 9.54
16090 - Presser Hand 9.54
16110 - Presser Machine Drycleaning 9.54
16130 - Presser Machine Shirts 9.54
16160 - Presser Machine Wearing Apparel Laundry 9.54
16190 - Sewing Machine Operator 13.11
16220 - Tailor 14.05
16250 - Washer Machine 10.44
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.50
19040 - Tool And Die Maker 29.34
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.49
21030 - Material Coordinator 29.20
21040 - Material Expediter 29.20
21050 - Material Handling Laborer 12.63
21071 - Order Filler 13.09
21080 - Production Line Worker (Food Processing) 19.49
21110 - Shipping Packer 16.68
21130 - Shipping/Receiving Clerk 16.68
21140 - Store Worker I 13.73
21150 - Stock Clerk 17.43
21210 - Tools And Parts Attendant 19.49
21410 - Warehouse Specialist 19.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.24
23019 - Aircraft Logs and Records Technician 27.98
23021 - Aircraft Mechanic I 32.61
23022 - Aircraft Mechanic II 34.24
23023 - Aircraft Mechanic III 35.83
23040 - Aircraft Mechanic Helper 25.01
23050 - Aircraft Painter 31.07
23060 - Aircraft Servicer 27.98

23070 - Aircraft Survival Flight Equipment Technician 31.07
23080 - Aircraft Worker 29.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.61
23110 - Appliance Mechanic 19.55
23120 - Bicycle Repairer 21.03
23125 - Cable Splicer 28.38
23130 - Carpenter Maintenance 21.24
23140 - Carpet Layer 23.32
23160 - Electrician Maintenance 23.80
23181 - Electronics Technician Maintenance I 24.36
23182 - Electronics Technician Maintenance II 25.70
23183 - Electronics Technician Maintenance III 26.97
23260 - Fabric Worker 22.17
23290 - Fire Alarm System Mechanic 22.41
23310 - Fire Extinguisher Repairer 21.03
23311 - Fuel Distribution System Mechanic 32.47
23312 - Fuel Distribution System Operator 26.44
23370 - General Maintenance Worker 18.37
23380 - Ground Support Equipment Mechanic 32.61
23381 - Ground Support Equipment Servicer 27.98
23382 - Ground Support Equipment Worker 29.45
23391 - Gunsmith I 21.03
23392 - Gunsmith II 23.32
23393 - Gunsmith III 25.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 25.11
23430 - Heavy Equipment Mechanic 25.65
23440 - Heavy Equipment Operator 20.20
23460 - Instrument Mechanic 27.97
23465 - Laboratory/Shelter Mechanic 19.96
23470 - Laborer 12.63
23510 - Locksmith 23.94
23530 - Machinery Maintenance Mechanic 25.90
23550 - Machinist Maintenance 26.04
23580 - Maintenance Trades Helper 16.29
23591 - Metrology Technician I 27.97
23592 - Metrology Technician II 29.37
23593 - Metrology Technician III 30.74
23640 - Millwright 27.56
23710 - Office Appliance Repairer 25.03
23760 - Painter Maintenance 20.11
23790 - Pipefitter Maintenance 24.72
23810 - Plumber Maintenance 23.55
23820 - Pneudraulic Systems Mechanic 25.83
23850 - Rigger 25.83

23870 - Scale Mechanic	23.32
23890 - Sheet-Metal Worker Maintenance	25.99
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	31.45
23960 - Welder Combination Maintenance	24.91
23965 - Well Driller	25.83
23970 - Woodcraft Worker	25.83
23980 - Woodworker	21.03
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.45
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.79
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.37
25040 - Sewage Plant Operator	21.17
25070 - Stationary Engineer	25.37
25190 - Ventilation Equipment Tender	19.46
25210 - Water Treatment Plant Operator	21.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.85
27007 - Baggage Inspector	14.97
27008 - Corrections Officer	20.71
27010 - Court Security Officer	22.47
27030 - Detection Dog Handler	16.75
27040 - Detention Officer	20.71
27070 - Firefighter	24.23
27101 - Guard I	14.97
27102 - Guard II	16.75
27131 - Police Officer I	22.84
27132 - Police Officer II	25.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.19
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.88
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.50
29020 - Hatch Tender	27.50

29030 - Line Handler		27.50
29041 - Stevedore I		26.13
29042 - Stevedore II		29.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.85
30022 - Archeological Technician II		21.09
30023 - Archeological Technician III		25.14
30030 - Cartographic Technician		26.68
30040 - Civil Engineering Technician		28.34
30051 - Cryogenic Technician I		25.67
30052 - Cryogenic Technician II		28.36
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.09
30063 - Drafter/CAD Operator III		23.52
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		19.79
30083 - Engineering Technician III		22.59
30084 - Engineering Technician IV		27.42
30085 - Engineering Technician V		33.54
30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		24.06
30095 - Evidence Control Specialist		22.05
30210 - Laboratory Technician		21.99
30221 - Latent Fingerprint Technician I		24.47
30222 - Latent Fingerprint Technician II		27.02
30240 - Mathematical Technician		29.35
30361 - Paralegal/Legal Assistant I		18.72
30362 - Paralegal/Legal Assistant II		23.19
30363 - Paralegal/Legal Assistant III		28.38
30364 - Paralegal/Legal Assistant IV		34.32
30375 - Petroleum Supply Specialist		26.97
30390 - Photo-Optics Technician		26.68
30395 - Radiation Control Technician		26.97
30461 - Technical Writer I		24.00
30462 - Technical Writer II		29.36
30463 - Technical Writer III		35.52
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.02
30502 - Weather Forecaster II		30.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.52
30621 - Weather Observer Senior	(see 2)	25.48

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.46
31030 - Bus Driver	18.27
31043 - Driver Courier	13.80
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	13.92
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	15.59
31363 - Truckdriver Heavy	19.05
31364 - Truckdriver Tractor-Trailer	19.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.92
99050 - Desk Clerk	9.92
99095 - Embalmer	30.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.84
99260 - Marketing Analyst	28.59
99310 - Mortician	30.76
99410 - Pest Controller	17.90
99510 - Photofinishing Worker	13.78
99710 - Recycling Laborer	19.47
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	17.80
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	21.69
99831 - Surveying Aide	13.54
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to

be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4343
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Frederick Winchester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.99
01060 - Dispatcher Motor Vehicle		19.17
01070 - Document Preparation Clerk		16.34
01090 - Duplicating Machine Operator		16.34
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 13.32
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 25.34
01290 - Rental Clerk 18.16
01300 - Scheduler Maintenance 18.35
01311 - Secretary I 18.35
01312 - Secretary II 20.53
01313 - Secretary III 25.29
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 31.41
01420 - Survey Worker 20.03
01460 - Switchboard Operator/Receptionist 14.43
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.36
01533 - Travel Clerk III 15.49
01611 - Word Processor I 16.34
01612 - Word Processor II 18.35
01613 - Word Processor III 20.53
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.92
05010 - Automotive Electrician 21.37
05040 - Automotive Glass Installer 20.66
05070 - Automotive Worker 20.66
05110 - Mobile Equipment Servicer 19.21
05130 - Motor Equipment Metal Mechanic 22.10
05160 - Motor Equipment Metal Worker 20.66
05190 - Motor Vehicle Mechanic 22.10
05220 - Motor Vehicle Mechanic Helper 18.49
05250 - Motor Vehicle Upholstery Worker 19.93
05280 - Motor Vehicle Wrecker 20.66
05310 - Painter Automotive 21.37
05340 - Radiator Repair Specialist 20.66
05370 - Tire Repairer 18.02
05400 - Transmission Repair Specialist 22.10
07000 - Food Preparation And Service Occupations
07010 - Baker 14.16
07041 - Cook I 13.88
07042 - Cook II 14.92
07070 - Dishwasher 10.59
07130 - Food Service Worker 11.73
07210 - Meat Cutter 17.58
07260 - Waiter/Waitress 10.79
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.09

09040 - Furniture Handler 17.38
09080 - Furniture Refinisher 22.09
09090 - Furniture Refinisher Helper 18.84
09110 - Furniture Repairer Minor 20.65
09130 - Upholsterer 22.09
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.25
11060 - Elevator Operator 11.95
11090 - Gardener 17.52
11122 - Housekeeping Aide 11.95
11150 - Janitor 11.95
11210 - Laborer Grounds Maintenance 15.20
11240 - Maid or Houseman 11.26
11260 - Pruner 14.55
11270 - Tractor Operator 16.48
11330 - Trail Maintenance Worker 15.20
11360 - Window Cleaner 12.85
12000 - Health Occupations
12010 - Ambulance Driver 20.09
12011 - Breath Alcohol Technician 20.09
12012 - Certified Occupational Therapist Assistant 27.56
12015 - Certified Physical Therapist Assistant 28.19
12020 - Dental Assistant 19.57
12025 - Dental Hygienist 41.20
12030 - EKG Technician 35.34
12035 - Electroneurodiagnostic Technologist 35.34
12040 - Emergency Medical Technician 20.09
12071 - Licensed Practical Nurse I 19.07
12072 - Licensed Practical Nurse II 21.35
12073 - Licensed Practical Nurse III 24.13
12100 - Medical Assistant 15.36
12130 - Medical Laboratory Technician 26.86
12160 - Medical Record Clerk 16.39
12190 - Medical Record Technician 19.98
12195 - Medical Transcriptionist 18.40
12210 - Nuclear Medicine Technologist 44.15
12221 - Nursing Assistant I 12.63
12222 - Nursing Assistant II 14.19
12223 - Nursing Assistant III 15.48
12224 - Nursing Assistant IV 17.39
12235 - Optical Dispenser 20.58
12236 - Optical Technician 17.96
12250 - Pharmacy Technician 18.12
12280 - Phlebotomist 16.57
12305 - Radiologic Technologist 31.11
12311 - Registered Nurse I 27.73
12312 - Registered Nurse II 33.92
12313 - Registered Nurse II Specialist 33.92
12314 - Registered Nurse III 41.05
12315 - Registered Nurse III Anesthetist 41.05

12316 - Registered Nurse IV		49.19
12317 - Scheduler (Drug and Alcohol Testing)		24.87
12320 - Substance Abuse Treatment Counselor		23.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.89
13012 - Exhibits Specialist II		32.08
13013 - Exhibits Specialist III		39.24
13041 - Illustrator I		25.89
13042 - Illustrator II		32.08
13043 - Illustrator III		39.24
13047 - Librarian		37.27
13050 - Library Aide/Clerk		18.74
13054 - Library Information Technology Systems Administrator		33.66
13058 - Library Technician		25.89
13061 - Media Specialist I		23.14
13062 - Media Specialist II		25.89
13063 - Media Specialist III		28.85
13071 - Photographer I		23.14
13072 - Photographer II		25.89
13073 - Photographer III		32.08
13074 - Photographer IV		39.24
13075 - Photographer V		47.47
13090 - Technical Order Library Clerk		23.54
13110 - Video Teleconference Technician		23.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.44
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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		40.98
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.40

15086 - Maintenance Test Pilot Rotary Wing 47.40
15088 - Non-Maintenance Test/Co-Pilot 47.40
15090 - Technical Instructor 27.97
15095 - Technical Instructor/Course Developer 34.22
15110 - Test Proctor 23.78
15120 - Tutor 23.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.43
19040 - Tool And Die Maker 26.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 25.34
21040 - Material Expediter 25.34
21050 - Material Handling Laborer 14.06
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.85
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 23.43
23060 - Aircraft Servicer 21.85
23070 - Aircraft Survival Flight Equipment Technician 23.43
23080 - Aircraft Worker 22.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 23.43

23120 - Bicycle Repairer	21.06
23125 - Cable Splicer	26.02
23130 - Carpenter Maintenance	22.44
23140 - Carpet Layer	22.64
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	22.64
23182 - Electronics Technician Maintenance II	23.43
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	21.85
23290 - Fire Alarm System Mechanic	24.22
23310 - Fire Extinguisher Repairer	21.06
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	21.06
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	21.85
23382 - Ground Support Equipment Worker	22.64
23391 - Gunsmith I	21.06
23392 - Gunsmith II	22.64
23393 - Gunsmith III	24.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.10
23430 - Heavy Equipment Mechanic	27.17
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	14.98
23510 - Locksmith	23.43
23530 - Machinery Maintenance Mechanic	25.81
23550 - Machinist Maintenance	24.60
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.00
23593 - Metrology Technician III	25.78
23640 - Millwright	25.33
23710 - Office Appliance Repairer	22.22
23760 - Painter Maintenance	23.43
23790 - Pipefitter Maintenance	25.77
23810 - Plumber Maintenance	24.92
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	22.64
23890 - Sheet-Metal Worker Maintenance	27.98
23910 - Small Engine Mechanic	23.62
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	30.15
23960 - Welder Combination Maintenance	22.91

23965 - Well Driller	24.24
23970 - Woodcraft Worker	24.22
23980 - Woodworker	21.06
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.81
24610 - Chore Aide	11.63
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.22
25040 - Sewage Plant Operator	22.22
25070 - Stationary Engineer	24.22
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	22.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.44
27007 - Baggage Inspector	13.29
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	26.18
27101 - Guard I	13.29
27102 - Guard II	15.60
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	22.54
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.64
29020 - Hatch Tender	22.64
29030 - Line Handler	22.64
29041 - Stevedore I	21.85
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

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		25.14
30051 - Cryogenic Technician I		29.89
30052 - Cryogenic Technician II		33.01
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		25.00
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		29.89
30222 - Latent Fingerprint Technician II		33.01
30240 - Mathematical Technician		27.12
30361 - Paralegal/Legal Assistant I		21.47
30362 - Paralegal/Legal Assistant II		26.60
30363 - Paralegal/Legal Assistant III		32.54
30364 - Paralegal/Legal Assistant IV		39.37
30375 - Petroleum Supply Specialist		30.58
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		30.58
30461 - Technical Writer I		25.14
30462 - Technical Writer II		30.76
30463 - Technical Writer III		37.21
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		29.89
30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		17.13
31030 - Bus Driver		22.08
31043 - Driver Courier		15.76
31260 - Parking and Lot Attendant		15.81
31290 - Shuttle Bus Driver		15.81

31310 - Taxi Driver	14.53
31361 - Truckdriver Light	17.23
31362 - Truckdriver Medium	18.63
31363 - Truckdriver Heavy	22.81
31364 - Truckdriver Tractor-Trailer	22.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.27
99050 - Desk Clerk	11.16
99095 - Embalmer	28.81
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	13.84
99260 - Marketing Analyst	25.17
99310 - Mortician	28.81
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	19.57
99830 - Survey Party Chief	27.42
99831 - Surveying Aide	17.12
99832 - Surveying Technician	23.45
99840 - Vending Machine Attendant	21.05
99841 - Vending Machine Repairer	24.75
99842 - Vending Machine Repairer Helper	21.05

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4344
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Frederick Winchester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.99
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		16.34

01090 - Duplicating Machine Operator	16.34
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	13.32
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	25.34
01290 - Rental Clerk	17.35
01300 - Scheduler Maintenance	18.35
01311 - Secretary I	18.35
01312 - Secretary II	20.53
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.84
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	16.34
01612 - Word Processor II	18.35
01613 - Word Processor III	20.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.59
05010 - Automotive Electrician	21.02
05040 - Automotive Glass Installer	20.31
05070 - Automotive Worker	20.31
05110 - Mobile Equipment Servicer	18.89
05130 - Motor Equipment Metal Mechanic	21.73
05160 - Motor Equipment Metal Worker	20.31
05190 - Motor Vehicle Mechanic	21.73
05220 - Motor Vehicle Mechanic Helper	18.18
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	20.31
05310 - Painter Automotive	21.02
05340 - Radiator Repair Specialist	20.31
05370 - Tire Repairer	16.38
05400 - Transmission Repair Specialist	21.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	13.23
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	11.73
07210 - Meat Cutter	17.58

07260 - Waiter/Waitress	10.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.08
09040 - Furniture Handler	15.80
09080 - Furniture Refinisher	20.08
09090 - Furniture Refinisher Helper	17.13
09110 - Furniture Repairer Minor	18.77
09130 - Upholsterer	20.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	11.62
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	15.20
11240 - Maid or Houseman	11.26
11260 - Pruner	14.55
11270 - Tractor Operator	16.48
11330 - Trail Maintenance Worker	15.20
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.98
12011 - Breath Alcohol Technician	19.98
12012 - Certified Occupational Therapist Assistant	27.41
12015 - Certified Physical Therapist Assistant	27.98
12020 - Dental Assistant	19.57
12025 - Dental Hygienist	41.20
12030 - EKG Technician	35.34
12035 - Electroneurodiagnostic Technologist	35.34
12040 - Emergency Medical Technician	19.98
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.36
12130 - Medical Laboratory Technician	25.39
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	19.98
12195 - Medical Transcriptionist	18.40
12210 - Nuclear Medicine Technologist	43.89
12221 - Nursing Assistant I	12.36
12222 - Nursing Assistant II	13.90
12223 - Nursing Assistant III	15.17
12224 - Nursing Assistant IV	17.03
12235 - Optical Dispenser	20.58
12236 - Optical Technician	17.86
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	31.11
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)		24.74
12320 - Substance Abuse Treatment Counselor		21.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.54
13012 - Exhibits Specialist II		29.16
13013 - Exhibits Specialist III		35.67
13041 - Illustrator I		23.54
13042 - Illustrator II		29.16
13043 - Illustrator III		35.67
13047 - Librarian		33.88
13050 - Library Aide/Clerk		18.74
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		23.54
13061 - Media Specialist I		21.04
13062 - Media Specialist II		23.54
13063 - Media Specialist III		26.23
13071 - Photographer I		21.04
13072 - Photographer II		23.54
13073 - Photographer III		29.16
13074 - Photographer IV		35.67
13075 - Photographer V		43.15
13090 - Technical Order Library Clerk		23.54
13110 - Video Teleconference Technician		21.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.05
15000 - Instructional Occupations		
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		40.98

15070 - Flight Instructor (Pilot) 52.81
15080 - Graphic Artist 25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.40
15086 - Maintenance Test Pilot Rotary Wing 47.40
15088 - Non-Maintenance Test/Co-Pilot 47.40
15090 - Technical Instructor 25.43
15095 - Technical Instructor/Course Developer 31.11
15110 - Test Proctor 23.03
15120 - Tutor 23.03
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.66
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.02
21030 - Material Coordinator 25.34
21040 - Material Expediter 25.34
21050 - Material Handling Laborer 13.90
21071 - Order Filler 14.93
21080 - Production Line Worker (Food Processing) 18.02
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 18.02
21410 - Warehouse Specialist 18.02
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.72
23019 - Aircraft Logs and Records Technician 21.13
23021 - Aircraft Mechanic I 24.89
23022 - Aircraft Mechanic II 25.72
23023 - Aircraft Mechanic III 26.51
23040 - Aircraft Mechanic Helper 19.61
23050 - Aircraft Painter 22.66
23060 - Aircraft Servicer 21.13
23070 - Aircraft Survival Flight Equipment Technician 22.66
23080 - Aircraft Worker 21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.89
23110 - Appliance Mechanic 22.66
23120 - Bicycle Repairer 20.19
23125 - Cable Splicer 26.02
23130 - Carpenter Maintenance 21.40
23140 - Carpet Layer 21.90
23160 - Electrician Maintenance 27.98
23181 - Electronics Technician Maintenance I 21.90
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 24.50
23260 - Fabric Worker 21.13
23290 - Fire Alarm System Mechanic 23.43
23310 - Fire Extinguisher Repairer 20.37
23311 - Fuel Distribution System Mechanic 23.43
23312 - Fuel Distribution System Operator 20.37
23370 - General Maintenance Worker 21.43
23380 - Ground Support Equipment Mechanic 24.89
23381 - Ground Support Equipment Servicer 21.13
23382 - Ground Support Equipment Worker 21.90
23391 - Gunsmith I 20.37
23392 - Gunsmith II 21.90
23393 - Gunsmith III 23.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.10
23430 - Heavy Equipment Mechanic 24.70
23440 - Heavy Equipment Operator 22.91
23460 - Instrument Mechanic 23.43
23465 - Laboratory/Shelter Mechanic 22.66
23470 - Laborer 14.98
23510 - Locksmith 22.66
23530 - Machinery Maintenance Mechanic 25.54
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 18.27
23591 - Metrology Technician I 23.43
23592 - Metrology Technician II 24.18
23593 - Metrology Technician III 24.93
23640 - Millwright 25.33
23710 - Office Appliance Repairer 22.22
23760 - Painter Maintenance 22.66
23790 - Pipefitter Maintenance 23.85
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 23.43
23850 - Rigger 23.43
23870 - Scale Mechanic 21.90
23890 - Sheet-Metal Worker Maintenance 26.42
23910 - Small Engine Mechanic 23.62
23931 - Telecommunications Mechanic I 28.17

23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	30.15
23960 - Welder Combination Maintenance	22.91
23965 - Well Driller	23.43
23970 - Woodcraft Worker	23.43
23980 - Woodworker	20.37
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.78
24610 - Chore Aide	11.63
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.43
25040 - Sewage Plant Operator	22.22
25070 - Stationary Engineer	23.43
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	22.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.44
27007 - Baggage Inspector	13.29
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	15.60
27040 - Detention Officer	22.80
27070 - Firefighter	25.24
27101 - Guard I	13.29
27102 - Guard II	15.60
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	22.54
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.98
29020 - Hatch Tender	21.98
29030 - Line Handler	21.98
29041 - Stevedore I	21.13
29042 - Stevedore II	22.85
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
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 25.14
30051 - Cryogenic Technician I 29.89
30052 - Cryogenic Technician II 33.01
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 23.89
30210 - Laboratory Technician 23.38
30221 - Latent Fingerprint Technician I 29.89
30222 - Latent Fingerprint Technician II 33.01
30240 - Mathematical Technician 27.12
30361 - Paralegal/Legal Assistant I 21.47
30362 - Paralegal/Legal Assistant II 26.60
30363 - Paralegal/Legal Assistant III 32.54
30364 - Paralegal/Legal Assistant IV 39.37
30375 - Petroleum Supply Specialist 29.22
30390 - Photo-Optics Technician 27.98
30395 - Radiation Control Technician 29.22
30461 - Technical Writer I 25.14
30462 - Technical Writer II 30.76
30463 - Technical Writer III 37.21
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 29.89
30502 - Weather Forecaster II 36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 25.19
30621 - Weather Observer Senior (see 2) 27.12
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 17.13
31030 - Bus Driver 20.85

31043 - Driver Courier	14.33
31260 - Parking and Lot Attendant	15.81
31290 - Shuttle Bus Driver	15.66
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	20.74
31364 - Truckdriver Tractor-Trailer	20.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.43
99050 - Desk Clerk	11.16
99095 - Embalmer	28.53
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	13.84
99260 - Marketing Analyst	24.93
99310 - Mortician	28.53
99410 - Pest Controller	23.06
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	19.57
99830 - Survey Party Chief	25.16
99831 - Surveying Aide	15.71
99832 - Surveying Technician	21.52
99840 - Vending Machine Attendant	19.14
99841 - Vending Machine Repairer	23.68
99842 - Vending Machine Repairer Helper	19.14

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4345
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Hampshire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		24.16
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.62
01060 - Dispatcher Motor Vehicle		19.17
01070 - Document Preparation Clerk		16.34
01090 - Duplicating Machine Operator		16.34
01111 - General Clerk I		14.80
01112 - General Clerk II		16.15

01113 - General Clerk III 18.13
01120 - Housing Referral Assistant 22.89
01141 - Messenger Courier 13.32
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.34
01261 - Personnel Assistant (Employment) I 18.07
01262 - Personnel Assistant (Employment) II 20.20
01263 - Personnel Assistant (Employment) III 22.52
01270 - Production Control Clerk 23.58
01290 - Rental Clerk 17.99
01300 - Scheduler Maintenance 18.35
01311 - Secretary I 18.35
01312 - Secretary II 20.53
01313 - Secretary III 22.89
01320 - Service Order Dispatcher 17.14
01410 - Supply Technician 24.16
01420 - Survey Worker 18.04
01460 - Switchboard Operator/Receptionist 14.06
01531 - Travel Clerk I 13.37
01532 - Travel Clerk II 14.24
01533 - Travel Clerk III 15.10
01611 - Word Processor I 16.34
01612 - Word Processor II 18.35
01613 - Word Processor III 20.53
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.92
05010 - Automotive Electrician 21.37
05040 - Automotive Glass Installer 20.66
05070 - Automotive Worker 20.66
05110 - Mobile Equipment Servicer 19.21
05130 - Motor Equipment Metal Mechanic 22.10
05160 - Motor Equipment Metal Worker 20.66
05190 - Motor Vehicle Mechanic 22.10
05220 - Motor Vehicle Mechanic Helper 18.49
05250 - Motor Vehicle Upholstery Worker 19.93
05280 - Motor Vehicle Wrecker 20.66
05310 - Painter Automotive 21.37
05340 - Radiator Repair Specialist 20.66
05370 - Tire Repairer 18.02
05400 - Transmission Repair Specialist 22.10
07000 - Food Preparation And Service Occupations
07010 - Baker 11.87
07041 - Cook I 13.88
07042 - Cook II 14.92
07070 - Dishwasher 10.59
07130 - Food Service Worker 11.67
07210 - Meat Cutter 17.58
07260 - Waiter/Waitress 10.78
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.41

09040 - Furniture Handler 16.29
09080 - Furniture Refinisher 20.41
09090 - Furniture Refinisher Helper 17.66
09110 - Furniture Repairer Minor 19.02
09130 - Upholsterer 20.41
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.25
11060 - Elevator Operator 11.95
11090 - Gardener 17.12
11122 - Housekeeping Aide 11.95
11150 - Janitor 11.95
11210 - Laborer Grounds Maintenance 15.17
11240 - Maid or Houseman 10.79
11260 - Pruner 14.52
11270 - Tractor Operator 16.48
11330 - Trail Maintenance Worker 15.17
11360 - Window Cleaner 12.48
12000 - Health Occupations
12010 - Ambulance Driver 20.09
12011 - Breath Alcohol Technician 20.09
12012 - Certified Occupational Therapist Assistant 27.56
12015 - Certified Physical Therapist Assistant 28.19
12020 - Dental Assistant 19.26
12025 - Dental Hygienist 37.82
12030 - EKG Technician 30.44
12035 - Electroneurodiagnostic Technologist 30.44
12040 - Emergency Medical Technician 20.09
12071 - Licensed Practical Nurse I 17.96
12072 - Licensed Practical Nurse II 20.09
12073 - Licensed Practical Nurse III 22.39
12100 - Medical Assistant 15.25
12130 - Medical Laboratory Technician 24.46
12160 - Medical Record Clerk 16.39
12190 - Medical Record Technician 19.82
12195 - Medical Transcriptionist 17.96
12210 - Nuclear Medicine Technologist 44.15
12221 - Nursing Assistant I 12.63
12222 - Nursing Assistant II 14.19
12223 - Nursing Assistant III 15.48
12224 - Nursing Assistant IV 17.39
12235 - Optical Dispenser 20.58
12236 - Optical Technician 17.96
12250 - Pharmacy Technician 17.02
12280 - Phlebotomist 16.57
12305 - Radiologic Technologist 30.44
12311 - Registered Nurse I 27.73
12312 - Registered Nurse II 33.92
12313 - Registered Nurse II Specialist 33.92
12314 - Registered Nurse III 41.05
12315 - Registered Nurse III Anesthetist 41.05

12316 - Registered Nurse IV		49.19
12317 - Scheduler (Drug and Alcohol Testing)		24.87
12320 - Substance Abuse Treatment Counselor		23.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.93
13012 - Exhibits Specialist II		29.66
13013 - Exhibits Specialist III		36.28
13041 - Illustrator I		23.93
13042 - Illustrator II		29.66
13043 - Illustrator III		36.28
13047 - Librarian		32.82
13050 - Library Aide/Clerk		13.79
13054 - Library Information Technology Systems Administrator		29.63
13058 - Library Technician		23.76
13061 - Media Specialist I		21.39
13062 - Media Specialist II		23.93
13063 - Media Specialist III		26.70
13071 - Photographer I		21.93
13072 - Photographer II		24.53
13073 - Photographer III		30.39
13074 - Photographer IV		37.17
13075 - Photographer V		44.98
13090 - Technical Order Library Clerk		23.54
13110 - Video Teleconference Technician		21.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	23.25
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.44
14170 - System Support Specialist		24.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.69
15020 - Aircrew Training Devices Instructor (Rated)		39.55
15030 - Air Crew Training Devices Instructor (Pilot)		47.40
15050 - Computer Based Training Specialist / Instructor		32.69
15060 - Educational Technologist		39.29
15070 - Flight Instructor (Pilot)		47.40
15080 - Graphic Artist		20.33
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.40

15086 - Maintenance Test Pilot Rotary Wing 47.40
15088 - Non-Maintenance Test/Co-Pilot 47.40
15090 - Technical Instructor 27.50
15095 - Technical Instructor/Course Developer 33.64
15110 - Test Proctor 22.21
15120 - Tutor 22.21
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.63
16030 - Counter Attendant 10.63
16040 - Dry Cleaner 13.39
16070 - Finisher Flatwork Machine 10.63
16090 - Presser Hand 10.63
16110 - Presser Machine Drycleaning 10.63
16130 - Presser Machine Shirts 10.63
16160 - Presser Machine Wearing Apparel Laundry 10.63
16190 - Sewing Machine Operator 14.35
16220 - Tailor 15.23
16250 - Washer Machine 11.29
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.43
19040 - Tool And Die Maker 26.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 14.06
21071 - Order Filler 13.48
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.00
23019 - Aircraft Logs and Records Technician 21.85
23021 - Aircraft Mechanic I 24.22
23022 - Aircraft Mechanic II 25.00
23023 - Aircraft Mechanic III 25.78
23040 - Aircraft Mechanic Helper 20.27
23050 - Aircraft Painter 23.43
23060 - Aircraft Servicer 21.85
23070 - Aircraft Survival Flight Equipment Technician 23.43
23080 - Aircraft Worker 22.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.22
23110 - Appliance Mechanic 23.43

23120 - Bicycle Repairer	21.06
23125 - Cable Splicer	24.87
23130 - Carpenter Maintenance	22.44
23140 - Carpet Layer	22.64
23160 - Electrician Maintenance	24.57
23181 - Electronics Technician Maintenance I	22.64
23182 - Electronics Technician Maintenance II	23.43
23183 - Electronics Technician Maintenance III	24.22
23260 - Fabric Worker	21.85
23290 - Fire Alarm System Mechanic	24.22
23310 - Fire Extinguisher Repairer	21.06
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	21.06
23370 - General Maintenance Worker	19.98
23380 - Ground Support Equipment Mechanic	24.22
23381 - Ground Support Equipment Servicer	21.85
23382 - Ground Support Equipment Worker	22.64
23391 - Gunsmith I	21.06
23392 - Gunsmith II	22.64
23393 - Gunsmith III	24.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.10
23430 - Heavy Equipment Mechanic	27.17
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	14.06
23510 - Locksmith	23.43
23530 - Machinery Maintenance Mechanic	25.81
23550 - Machinist Maintenance	24.60
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.00
23593 - Metrology Technician III	25.78
23640 - Millwright	24.22
23710 - Office Appliance Repairer	20.92
23760 - Painter Maintenance	23.01
23790 - Pipefitter Maintenance	25.77
23810 - Plumber Maintenance	24.92
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	22.64
23890 - Sheet-Metal Worker Maintenance	27.98
23910 - Small Engine Mechanic	23.62
23931 - Telecommunications Mechanic I	24.22
23932 - Telecommunications Mechanic II	25.00
23950 - Telephone Lineman	26.60
23960 - Welder Combination Maintenance	20.84

23965 - Well Driller	24.24
23970 - Woodcraft Worker	24.22
23980 - Woodworker	21.06
24000 - Personal Needs Occupations	
24550 - Case Manager	15.48
24570 - Child Care Attendant	11.88
24580 - Child Care Center Clerk	14.81
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	15.48
24630 - Homemaker	15.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.22
25040 - Sewage Plant Operator	22.22
25070 - Stationary Engineer	24.22
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.70
27007 - Baggage Inspector	13.25
27008 - Corrections Officer	22.46
27010 - Court Security Officer	22.99
27030 - Detection Dog Handler	14.82
27040 - Detention Officer	22.46
27070 - Firefighter	24.81
27101 - Guard I	13.25
27102 - Guard II	14.82
27131 - Police Officer I	23.74
27132 - Police Officer II	26.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	19.78
28630 - Sports Official	14.20
28690 - Swimming Pool Operator	16.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.64
29020 - Hatch Tender	22.64
29030 - Line Handler	22.64
29041 - Stevedore I	21.85
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.33
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.26
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.43

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		25.00
30051 - Cryogenic Technician I		27.95
30052 - Cryogenic Technician II		30.87
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.95
30081 - Engineering Technician I		16.22
30082 - Engineering Technician II		18.95
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		25.00
30095 - Evidence Control Specialist		25.00
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		27.95
30222 - Latent Fingerprint Technician II		30.87
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.55
30362 - Paralegal/Legal Assistant II		24.21
30363 - Paralegal/Legal Assistant III		29.61
30364 - Paralegal/Legal Assistant IV		35.84
30375 - Petroleum Supply Specialist		30.58
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		30.58
30461 - Technical Writer I		25.00
30462 - Technical Writer II		30.58
30463 - Technical Writer III		37.01
30491 - Unexploded Ordnance (UXO) Technician I		28.81
30492 - Unexploded Ordnance (UXO) Technician II		34.86
30493 - Unexploded Ordnance (UXO) Technician III		41.78
30494 - Unexploded (UXO) Safety Escort		28.81
30495 - Unexploded (UXO) Sweep Personnel		28.81
30501 - Weather Forecaster I		27.95
30502 - Weather Forecaster II		33.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.86
31020 - Bus Aide		15.60
31030 - Bus Driver		21.42
31043 - Driver Courier		14.98
31260 - Parking and Lot Attendant		15.27
31290 - Shuttle Bus Driver		15.57

31310 - Taxi Driver	14.50
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.15
31363 - Truckdriver Heavy	22.81
31364 - Truckdriver Tractor-Trailer	22.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.00
99030 - Cashier	11.27
99050 - Desk Clerk	10.84
99095 - Embalmer	30.90
99130 - Flight Follower	28.81
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	25.17
99310 - Mortician	30.90
99410 - Pest Controller	19.56
99510 - Photofinishing Worker	15.14
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	18.74
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	17.97
99830 - Survey Party Chief	27.60
99831 - Surveying Aide	17.09
99832 - Surveying Technician	23.45
99840 - Vending Machine Attendant	16.69
99841 - Vending Machine Repairer	18.78
99842 - Vending Machine Repairer Helper	16.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4346
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia County of Hampshire

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.19
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		24.16
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		14.65
01052 - Data Entry Operator II		15.62
01060 - Dispatcher Motor Vehicle		18.84
01070 - Document Preparation Clerk		16.34

01090 - Duplicating Machine Operator 16.34
01111 - General Clerk I 14.80
01112 - General Clerk II 16.15
01113 - General Clerk III 18.13
01120 - Housing Referral Assistant 22.89
01141 - Messenger Courier 13.32
01191 - Order Clerk I 14.98
01192 - Order Clerk II 16.34
01261 - Personnel Assistant (Employment) I 17.85
01262 - Personnel Assistant (Employment) II 19.97
01263 - Personnel Assistant (Employment) III 22.26
01270 - Production Control Clerk 23.58
01290 - Rental Clerk 16.35
01300 - Scheduler Maintenance 18.35
01311 - Secretary I 18.35
01312 - Secretary II 20.53
01313 - Secretary III 22.89
01320 - Service Order Dispatcher 16.84
01410 - Supply Technician 24.16
01420 - Survey Worker 16.40
01460 - Switchboard Operator/Receptionist 13.98
01531 - Travel Clerk I 12.84
01532 - Travel Clerk II 13.64
01533 - Travel Clerk III 14.53
01611 - Word Processor I 16.34
01612 - Word Processor II 18.35
01613 - Word Processor III 20.53
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.59
05010 - Automotive Electrician 21.02
05040 - Automotive Glass Installer 20.31
05070 - Automotive Worker 20.31
05110 - Mobile Equipment Servicer 18.89
05130 - Motor Equipment Metal Mechanic 21.73
05160 - Motor Equipment Metal Worker 20.31
05190 - Motor Vehicle Mechanic 21.73
05220 - Motor Vehicle Mechanic Helper 18.18
05250 - Motor Vehicle Upholstery Worker 19.60
05280 - Motor Vehicle Wrecker 20.31
05310 - Painter Automotive 21.02
05340 - Radiator Repair Specialist 20.31
05370 - Tire Repairer 16.38
05400 - Transmission Repair Specialist 21.73
07000 - Food Preparation And Service Occupations
07010 - Baker 11.87
07041 - Cook I 13.23
07042 - Cook II 14.22
07070 - Dishwasher 9.71
07130 - Food Service Worker 11.67
07210 - Meat Cutter 17.58

07260 - Waiter/Waitress	10.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.55
09040 - Furniture Handler	14.81
09080 - Furniture Refinisher	18.55
09090 - Furniture Refinisher Helper	16.05
09110 - Furniture Repairer Minor	17.29
09130 - Upholsterer	18.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.98
11060 - Elevator Operator	11.62
11090 - Gardener	17.12
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	14.99
11240 - Maid or Houseman	9.81
11260 - Pruner	14.06
11270 - Tractor Operator	16.48
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	12.14
12000 - Health Occupations	
12010 - Ambulance Driver	18.74
12011 - Breath Alcohol Technician	19.98
12012 - Certified Occupational Therapist Assistant	27.41
12015 - Certified Physical Therapist Assistant	27.87
12020 - Dental Assistant	19.26
12025 - Dental Hygienist	35.89
12030 - EKG Technician	29.96
12035 - Electroneurodiagnostic Technologist	29.96
12040 - Emergency Medical Technician	18.74
12071 - Licensed Practical Nurse I	17.86
12072 - Licensed Practical Nurse II	19.98
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	14.30
12130 - Medical Laboratory Technician	22.24
12160 - Medical Record Clerk	16.11
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	17.86
12210 - Nuclear Medicine Technologist	43.89
12221 - Nursing Assistant I	12.36
12222 - Nursing Assistant II	13.90
12223 - Nursing Assistant III	15.17
12224 - Nursing Assistant IV	17.03
12235 - Optical Dispenser	20.58
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	15.47
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	28.51
12311 - Registered Nurse I	26.43
12312 - Registered Nurse II	32.34

12313 - Registered Nurse II Specialist		32.34
12314 - Registered Nurse III		39.12
12315 - Registered Nurse III Anesthetist		39.12
12316 - Registered Nurse IV		46.89
12317 - Scheduler (Drug and Alcohol Testing)		24.74
12320 - Substance Abuse Treatment Counselor		21.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.75
13012 - Exhibits Specialist II		26.96
13013 - Exhibits Specialist III		32.98
13041 - Illustrator I		21.75
13042 - Illustrator II		26.96
13043 - Illustrator III		32.98
13047 - Librarian		29.84
13050 - Library Aide/Clerk		13.79
13054 - Library Information Technology Systems Administrator		26.94
13058 - Library Technician		21.60
13061 - Media Specialist I		19.45
13062 - Media Specialist II		21.75
13063 - Media Specialist III		24.27
13071 - Photographer I		19.94
13072 - Photographer II		22.30
13073 - Photographer III		27.63
13074 - Photographer IV		33.79
13075 - Photographer V		40.89
13090 - Technical Order Library Clerk		23.54
13110 - Video Teleconference Technician		19.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	21.14
14072 - Computer Programmer II	(see 1)	26.19
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		23.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.69
15020 - Aircrew Training Devices Instructor (Rated)		39.55
15030 - Air Crew Training Devices Instructor (Pilot)		47.40
15050 - Computer Based Training Specialist / Instructor		32.69
15060 - Educational Technologist		35.72

15070 - Flight Instructor (Pilot) 47.40
15080 - Graphic Artist 19.82
15085 - Maintenance Test Pilot Fixed Jet/Prop 47.40
15086 - Maintenance Test Pilot Rotary Wing 47.40
15088 - Non-Maintenance Test/Co-Pilot 47.40
15090 - Technical Instructor 25.00
15095 - Technical Instructor/Course Developer 30.58
15110 - Test Proctor 20.19
15120 - Tutor 20.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.52
16030 - Counter Attendant 10.52
16040 - Dry Cleaner 13.25
16070 - Finisher Flatwork Machine 10.52
16090 - Presser Hand 10.52
16110 - Presser Machine Drycleaning 10.52
16130 - Presser Machine Shirts 10.52
16160 - Presser Machine Wearing Apparel Laundry 10.52
16190 - Sewing Machine Operator 14.20
16220 - Tailor 15.07
16250 - Washer Machine 11.17
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.66
19040 - Tool And Die Maker 25.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.30
21030 - Material Coordinator 23.58
21040 - Material Expediter 23.58
21050 - Material Handling Laborer 13.90
21071 - Order Filler 13.02
21080 - Production Line Worker (Food Processing) 17.30
21110 - Shipping Packer 17.55
21130 - Shipping/Receiving Clerk 17.55
21140 - Store Worker I 18.74
21150 - Stock Clerk 21.32
21210 - Tools And Parts Attendant 17.30
21410 - Warehouse Specialist 17.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.18
23019 - Aircraft Logs and Records Technician 21.13
23021 - Aircraft Mechanic I 23.43
23022 - Aircraft Mechanic II 24.18
23023 - Aircraft Mechanic III 24.93
23040 - Aircraft Mechanic Helper 19.61
23050 - Aircraft Painter 22.66
23060 - Aircraft Servicer 21.13
23070 - Aircraft Survival Flight Equipment Technician 22.66
23080 - Aircraft Worker 21.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.90

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.43
23110 - Appliance Mechanic 22.66
23120 - Bicycle Repairer 20.37
23125 - Cable Splicer 24.87
23130 - Carpenter Maintenance 21.06
23140 - Carpet Layer 21.90
23160 - Electrician Maintenance 24.22
23181 - Electronics Technician Maintenance I 21.90
23182 - Electronics Technician Maintenance II 22.66
23183 - Electronics Technician Maintenance III 23.43
23260 - Fabric Worker 21.13
23290 - Fire Alarm System Mechanic 23.43
23310 - Fire Extinguisher Repairer 20.37
23311 - Fuel Distribution System Mechanic 23.43
23312 - Fuel Distribution System Operator 20.37
23370 - General Maintenance Worker 19.58
23380 - Ground Support Equipment Mechanic 23.43
23381 - Ground Support Equipment Servicer 21.13
23382 - Ground Support Equipment Worker 22.05
23391 - Gunsmith I 20.37
23392 - Gunsmith II 21.90
23393 - Gunsmith III 23.43
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.10
23430 - Heavy Equipment Mechanic 24.70
23440 - Heavy Equipment Operator 21.22
23460 - Instrument Mechanic 23.43
23465 - Laboratory/Shelter Mechanic 22.66
23470 - Laborer 13.90
23510 - Locksmith 22.66
23530 - Machinery Maintenance Mechanic 24.27
23550 - Machinist Maintenance 24.60
23580 - Maintenance Trades Helper 13.15
23591 - Metrology Technician I 23.43
23592 - Metrology Technician II 24.18
23593 - Metrology Technician III 24.93
23640 - Millwright 23.43
23710 - Office Appliance Repairer 20.92
23760 - Painter Maintenance 20.92
23790 - Pipefitter Maintenance 23.85
23810 - Plumber Maintenance 23.07
23820 - Pneudraulic Systems Mechanic 23.43
23850 - Rigger 23.43
23870 - Scale Mechanic 21.90
23890 - Sheet-Metal Worker Maintenance 26.42
23910 - Small Engine Mechanic 23.62
23931 - Telecommunications Mechanic I 23.43

23932 - Telecommunications Mechanic II 24.18
23950 - Telephone Lineman 26.60
23960 - Welder Combination Maintenance 20.84
23965 - Well Driller 23.43
23970 - Woodcraft Worker 23.43
23980 - Woodworker 20.37
24000 - Personal Needs Occupations
24550 - Case Manager 14.54
24570 - Child Care Attendant 11.25
24580 - Child Care Center Clerk 14.03
24610 - Chore Aide 11.28
24620 - Family Readiness And Support Services Coordinator 14.54
24630 - Homemaker 14.54
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.43
25040 - Sewage Plant Operator 22.22
25070 - Stationary Engineer 23.43
25190 - Ventilation Equipment Tender 19.61
25210 - Water Treatment Plant Operator 21.55
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.70
27007 - Baggage Inspector 13.25
27008 - Corrections Officer 21.58
27010 - Court Security Officer 20.90
27030 - Detection Dog Handler 14.82
27040 - Detention Officer 21.58
27070 - Firefighter 22.55
27101 - Guard I 13.25
27102 - Guard II 14.82
27131 - Police Officer I 23.05
27132 - Police Officer II 25.61
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.47
28042 - Carnival Equipment Repairer 10.88
28043 - Carnival Worker 9.25
28210 - Gate Attendant/Gate Tender 16.26
28310 - Lifeguard 12.47
28350 - Park Attendant (Aide) 18.19
28510 - Recreation Aide/Health Facility Attendant 13.28
28515 - Recreation Specialist 19.56
28630 - Sports Official 14.20
28690 - Swimming Pool Operator 16.17
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 21.90
29020 - Hatch Tender 21.90
29030 - Line Handler 21.90
29041 - Stevedore I 21.13
29042 - Stevedore II 22.66
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.08
30051 - Cryogenic Technician I 27.95
30052 - Cryogenic Technician II 30.87
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.95
30081 - Engineering Technician I 16.22
30082 - Engineering Technician II 18.95
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 23.89
30095 - Evidence Control Specialist 23.89
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 27.95
30222 - Latent Fingerprint Technician II 30.87
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.55
30362 - Paralegal/Legal Assistant II 24.21
30363 - Paralegal/Legal Assistant III 29.61
30364 - Paralegal/Legal Assistant IV 35.84
30375 - Petroleum Supply Specialist 29.22
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.22
30461 - Technical Writer I 24.82
30462 - Technical Writer II 30.36
30463 - Technical Writer III 36.73
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 27.95
30502 - Weather Forecaster II 33.99
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.18
31030 - Bus Driver 19.47

31043 - Driver Courier	13.62
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	14.15
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	14.15
31362 - Truckdriver Medium	14.68
31363 - Truckdriver Heavy	20.74
31364 - Truckdriver Tractor-Trailer	20.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	10.43
99050 - Desk Clerk	10.35
99095 - Embalmer	30.90
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.20
99260 - Marketing Analyst	24.93
99310 - Mortician	30.90
99410 - Pest Controller	19.56
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	18.82
99711 - Recycling Specialist	21.68
99730 - Refuse Collector	17.04
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	25.33
99831 - Surveying Aide	15.68
99832 - Surveying Technician	21.52
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4347
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Boone Clay Kanawha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		23.39
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.83
01042 - Customer Service Representative II		13.30
01043 - Customer Service Representative III		14.51
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.14
01060 - Dispatcher Motor Vehicle		17.51
01070 - Document Preparation Clerk		12.40
01090 - Duplicating Machine Operator		12.40
01111 - General Clerk I		12.49
01112 - General Clerk II		13.63

01113 - General Clerk III 15.30
01120 - Housing Referral Assistant 19.63
01141 - Messenger Courier 12.79
01191 - Order Clerk I 12.85
01192 - Order Clerk II 14.02
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 24.84
01290 - Rental Clerk 13.19
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 15.65
01410 - Supply Technician 23.39
01420 - Survey Worker 14.36
01460 - Switchboard Operator/Receptionist 13.88
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.02
01612 - Word Processor II 15.74
01613 - Word Processor III 17.61
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.10
05010 - Automotive Electrician 15.96
05040 - Automotive Glass Installer 14.99
05070 - Automotive Worker 14.99
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 16.74
05160 - Motor Equipment Metal Worker 14.99
05190 - Motor Vehicle Mechanic 16.74
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 14.06
05280 - Motor Vehicle Wrecker 14.99
05310 - Painter Automotive 15.96
05340 - Radiator Repair Specialist 14.99
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 16.74
07000 - Food Preparation And Service Occupations
07010 - Baker 12.67
07041 - Cook I 11.92
07042 - Cook II 13.66
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.33
07210 - Meat Cutter 16.28
07260 - Waiter/Waitress 9.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.74

09040 - Furniture Handler 14.90
09080 - Furniture Refinisher 21.55
09090 - Furniture Refinisher Helper 17.92
09110 - Furniture Repairer Minor 20.08
09130 - Upholsterer 21.55
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.09
11060 - Elevator Operator 10.88
11090 - Gardener 14.75
11122 - Housekeeping Aide 10.88
11150 - Janitor 10.88
11210 - Laborer Grounds Maintenance 11.38
11240 - Maid or Houseman 10.95
11260 - Pruner 10.32
11270 - Tractor Operator 13.69
11330 - Trail Maintenance Worker 11.38
11360 - Window Cleaner 12.00
12000 - Health Occupations
12010 - Ambulance Driver 15.66
12011 - Breath Alcohol Technician 18.48
12012 - Certified Occupational Therapist Assistant 29.54
12015 - Certified Physical Therapist Assistant 24.57
12020 - Dental Assistant 14.66
12025 - Dental Hygienist 27.37
12030 - EKG Technician 22.51
12035 - Electroneurodiagnostic Technologist 22.51
12040 - Emergency Medical Technician 15.66
12071 - Licensed Practical Nurse I 16.51
12072 - Licensed Practical Nurse II 18.48
12073 - Licensed Practical Nurse III 20.60
12100 - Medical Assistant 14.23
12130 - Medical Laboratory Technician 21.92
12160 - Medical Record Clerk 14.14
12190 - Medical Record Technician 17.40
12195 - Medical Transcriptionist 16.21
12210 - Nuclear Medicine Technologist 40.61
12221 - Nursing Assistant I 10.90
12222 - Nursing Assistant II 12.25
12223 - Nursing Assistant III 13.38
12224 - Nursing Assistant IV 14.98
12235 - Optical Dispenser 15.11
12236 - Optical Technician 15.52
12250 - Pharmacy Technician 13.73
12280 - Phlebotomist 14.72
12305 - Radiologic Technologist 25.55
12311 - Registered Nurse I 24.59
12312 - Registered Nurse II 30.08
12313 - Registered Nurse II Specialist 30.08
12314 - Registered Nurse III 36.39
12315 - Registered Nurse III Anesthetist 36.39

12316 - Registered Nurse IV		43.62
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		19.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.27
13012 - Exhibits Specialist II		21.39
13013 - Exhibits Specialist III		26.16
13041 - Illustrator I		17.27
13042 - Illustrator II		21.39
13043 - Illustrator III		26.16
13047 - Librarian		23.69
13050 - Library Aide/Clerk		12.26
13054 - Library Information Technology Systems Administrator		21.39
13058 - Library Technician		16.23
13061 - Media Specialist I		15.43
13062 - Media Specialist II		17.27
13063 - Media Specialist III		19.25
13071 - Photographer I		16.48
13072 - Photographer II		18.43
13073 - Photographer III		22.84
13074 - Photographer IV		27.93
13075 - Photographer V		33.79
13090 - Technical Order Library Clerk		17.13
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.75
14072 - Computer Programmer II	(see 1)	23.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		26.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		42.66
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		32.92
15070 - Flight Instructor (Pilot)		42.66
15080 - Graphic Artist		18.32
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.66

15086 - Maintenance Test Pilot Rotary Wing 42.66
15088 - Non-Maintenance Test/Co-Pilot 42.66
15090 - Technical Instructor 19.18
15095 - Technical Instructor/Course Developer 23.46
15110 - Test Proctor 15.48
15120 - Tutor 15.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 28.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.75
21030 - Material Coordinator 24.84
21040 - Material Expediter 24.84
21050 - Material Handling Laborer 13.90
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 16.75
21110 - Shipping Packer 14.00
21130 - Shipping/Receiving Clerk 14.00
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 16.75
21410 - Warehouse Specialist 16.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.47
23019 - Aircraft Logs and Records Technician 21.92
23021 - Aircraft Mechanic I 26.10
23022 - Aircraft Mechanic II 27.47
23023 - Aircraft Mechanic III 28.65
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 24.88
23060 - Aircraft Servicer 21.92
23070 - Aircraft Survival Flight Equipment Technician 24.88
23080 - Aircraft Worker 23.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.10
23110 - Appliance Mechanic 23.55

23120 - Bicycle Repairer 18.62
23125 - Cable Splicer 33.11
23130 - Carpenter Maintenance 20.52
23140 - Carpet Layer 22.12
23160 - Electrician Maintenance 25.26
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 27.87
23260 - Fabric Worker 20.75
23290 - Fire Alarm System Mechanic 19.94
23310 - Fire Extinguisher Repairer 19.30
23311 - Fuel Distribution System Mechanic 28.95
23312 - Fuel Distribution System Operator 22.62
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 26.10
23381 - Ground Support Equipment Servicer 21.92
23382 - Ground Support Equipment Worker 23.37
23391 - Gunsmith I 19.30
23392 - Gunsmith II 22.12
23393 - Gunsmith III 24.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.23
23430 - Heavy Equipment Mechanic 23.70
23440 - Heavy Equipment Operator 20.06
23460 - Instrument Mechanic 24.71
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 13.90
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 23.74
23550 - Machinist Maintenance 23.12
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 24.71
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 27.12
23640 - Millwright 24.71
23710 - Office Appliance Repairer 19.59
23760 - Painter Maintenance 20.92
23790 - Pipefitter Maintenance 27.59
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.71
23850 - Rigger 24.71
23870 - Scale Mechanic 22.12
23890 - Sheet-Metal Worker Maintenance 24.66
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 31.50
23932 - Telecommunications Mechanic II 33.16
23950 - Telephone Lineman 30.40
23960 - Welder Combination Maintenance 23.85

23965 - Well Driller	23.23
23970 - Woodcraft Worker	24.71
23980 - Woodworker	19.30
24000 - Personal Needs Occupations	
24550 - Case Manager	14.67
24570 - Child Care Attendant	10.00
24580 - Child Care Center Clerk	12.48
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	14.67
24630 - Homemaker	14.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.71
25040 - Sewage Plant Operator	18.83
25070 - Stationary Engineer	24.71
25190 - Ventilation Equipment Tender	17.92
25210 - Water Treatment Plant Operator	18.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	17.75
27010 - Court Security Officer	17.75
27030 - Detection Dog Handler	12.53
27040 - Detention Officer	17.75
27070 - Firefighter	17.75
27101 - Guard I	11.20
27102 - Guard II	12.53
27131 - Police Officer I	20.01
27132 - Police Officer II	22.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.70
28043 - Carnival Worker	9.59
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.00
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	15.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.95
29020 - Hatch Tender	23.95
29030 - Line Handler	23.95
29041 - Stevedore I	22.45
29042 - Stevedore II	25.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		24.87
30051 - Cryogenic Technician I		28.65
30052 - Cryogenic Technician II		31.65
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		28.65
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		24.61
30095 - Evidence Control Specialist		25.87
30210 - Laboratory Technician		33.14
30221 - Latent Fingerprint Technician I		27.30
30222 - Latent Fingerprint Technician II		29.55
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.58
30362 - Paralegal/Legal Assistant II		24.24
30363 - Paralegal/Legal Assistant III		29.67
30364 - Paralegal/Legal Assistant IV		35.88
30375 - Petroleum Supply Specialist		31.65
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		31.65
30461 - Technical Writer I		25.72
30462 - Technical Writer II		31.46
30463 - Technical Writer III		38.06
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.65
30502 - Weather Forecaster II		34.85
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.89
31030 - Bus Driver		17.70
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		9.80
31290 - Shuttle Bus Driver		12.91

31310 - Taxi Driver	11.55
31361 - Truckdriver Light	12.91
31362 - Truckdriver Medium	13.88
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.90
99050 - Desk Clerk	10.95
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.33
99252 - Laboratory Animal Caretaker II	12.25
99260 - Marketing Analyst	22.96
99310 - Mortician	30.90
99410 - Pest Controller	17.78
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.68
99730 - Refuse Collector	16.65
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	24.39
99831 - Surveying Aide	15.09
99832 - Surveying Technician	20.71
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	18.29
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4348
Revision No.: 13
Date Of Last Revision: 05/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Boone Clay Kanawha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.96
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		23.39
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		11.83
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.51
01051 - Data Entry Operator I		12.96
01052 - Data Entry Operator II		14.14
01060 - Dispatcher Motor Vehicle		17.51
01070 - Document Preparation Clerk		12.40

01090 - Duplicating Machine Operator 12.40
01111 - General Clerk I 12.49
01112 - General Clerk II 13.63
01113 - General Clerk III 15.30
01120 - Housing Referral Assistant 19.63
01141 - Messenger Courier 12.79
01191 - Order Clerk I 12.85
01192 - Order Clerk II 14.02
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 24.83
01290 - Rental Clerk 13.19
01300 - Scheduler Maintenance 15.74
01311 - Secretary I 15.74
01312 - Secretary II 17.61
01313 - Secretary III 19.63
01320 - Service Order Dispatcher 15.65
01410 - Supply Technician 23.39
01420 - Survey Worker 14.36
01460 - Switchboard Operator/Receptionist 13.89
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.26
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.02
01612 - Word Processor II 15.74
01613 - Word Processor III 17.61
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.10
05010 - Automotive Electrician 15.96
05040 - Automotive Glass Installer 14.99
05070 - Automotive Worker 14.99
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 16.74
05160 - Motor Equipment Metal Worker 14.99
05190 - Motor Vehicle Mechanic 16.74
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 14.06
05280 - Motor Vehicle Wrecker 14.99
05310 - Painter Automotive 15.96
05340 - Radiator Repair Specialist 14.99
05370 - Tire Repairer 13.81
05400 - Transmission Repair Specialist 16.74
07000 - Food Preparation And Service Occupations
07010 - Baker 12.67
07041 - Cook I 11.92
07042 - Cook II 13.66
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.33
07210 - Meat Cutter 16.28

07260 - Waiter/Waitress	9.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.73
09040 - Furniture Handler	14.90
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	17.92
09110 - Furniture Repairer Minor	20.08
09130 - Upholsterer	21.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.09
11060 - Elevator Operator	10.88
11090 - Gardener	14.75
11122 - Housekeeping Aide	10.88
11150 - Janitor	10.88
11210 - Laborer Grounds Maintenance	11.38
11240 - Maid or Houseman	10.95
11260 - Pruner	10.32
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	11.38
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	29.54
12015 - Certified Physical Therapist Assistant	24.57
12020 - Dental Assistant	14.67
12025 - Dental Hygienist	27.37
12030 - EKG Technician	22.51
12035 - Electroneurodiagnostic Technologist	22.51
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.60
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	21.92
12160 - Medical Record Clerk	14.14
12190 - Medical Record Technician	17.40
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	40.61
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.38
12224 - Nursing Assistant IV	14.98
12235 - Optical Dispenser	15.11
12236 - Optical Technician	15.52
12250 - Pharmacy Technician	13.73
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	25.55
12311 - Registered Nurse I	24.59
12312 - Registered Nurse II	30.08

12313 - Registered Nurse II Specialist		30.08
12314 - Registered Nurse III		36.39
12315 - Registered Nurse III Anesthetist		36.39
12316 - Registered Nurse IV		43.62
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		19.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.27
13012 - Exhibits Specialist II		21.39
13013 - Exhibits Specialist III		26.16
13041 - Illustrator I		17.27
13042 - Illustrator II		21.39
13043 - Illustrator III		26.16
13047 - Librarian		23.69
13050 - Library Aide/Clerk		12.26
13054 - Library Information Technology Systems Administrator		21.39
13058 - Library Technician		16.23
13061 - Media Specialist I		15.43
13062 - Media Specialist II		17.27
13063 - Media Specialist III		19.25
13071 - Photographer I		16.48
13072 - Photographer II		18.43
13073 - Photographer III		22.84
13074 - Photographer IV		27.93
13075 - Photographer V		33.79
13090 - Technical Order Library Clerk		17.13
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.75
14072 - Computer Programmer II	(see 1)	23.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		26.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		42.66
15050 - Computer Based Training Specialist / Instructor		29.42
15060 - Educational Technologist		32.92

15070 - Flight Instructor (Pilot) 42.66
15080 - Graphic Artist 18.32
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.66
15086 - Maintenance Test Pilot Rotary Wing 42.66
15088 - Non-Maintenance Test/Co-Pilot 42.66
15090 - Technical Instructor 19.18
15095 - Technical Instructor/Course Developer 23.46
15110 - Test Proctor 15.48
15120 - Tutor 15.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.55
19040 - Tool And Die Maker 28.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.75
21030 - Material Coordinator 24.84
21040 - Material Expediter 24.84
21050 - Material Handling Laborer 13.90
21071 - Order Filler 12.35
21080 - Production Line Worker (Food Processing) 16.75
21110 - Shipping Packer 14.00
21130 - Shipping/Receiving Clerk 14.00
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 16.75
21410 - Warehouse Specialist 16.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.47
23019 - Aircraft Logs and Records Technician 21.92
23021 - Aircraft Mechanic I 26.10
23022 - Aircraft Mechanic II 27.47
23023 - Aircraft Mechanic III 28.65
23040 - Aircraft Mechanic Helper 18.93
23050 - Aircraft Painter 24.88
23060 - Aircraft Servicer 21.92
23070 - Aircraft Survival Flight Equipment Technician 24.88
23080 - Aircraft Worker 23.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.37

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.10
23110 - Appliance Mechanic 23.55
23120 - Bicycle Repairer 18.62
23125 - Cable Splicer 33.11
23130 - Carpenter Maintenance 20.52
23140 - Carpet Layer 22.12
23160 - Electrician Maintenance 25.26
23181 - Electronics Technician Maintenance I 21.79
23182 - Electronics Technician Maintenance II 26.58
23183 - Electronics Technician Maintenance III 27.87
23260 - Fabric Worker 20.75
23290 - Fire Alarm System Mechanic 19.94
23310 - Fire Extinguisher Repairer 19.30
23311 - Fuel Distribution System Mechanic 28.95
23312 - Fuel Distribution System Operator 22.62
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 26.10
23381 - Ground Support Equipment Servicer 21.92
23382 - Ground Support Equipment Worker 23.37
23391 - Gunsmith I 19.30
23392 - Gunsmith II 22.12
23393 - Gunsmith III 24.71
23410 - Heating Ventilation And Air-Conditioning Mechanic 23.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 24.23
23430 - Heavy Equipment Mechanic 23.70
23440 - Heavy Equipment Operator 20.06
23460 - Instrument Mechanic 24.71
23465 - Laboratory/Shelter Mechanic 23.55
23470 - Laborer 13.90
23510 - Locksmith 23.55
23530 - Machinery Maintenance Mechanic 23.74
23550 - Machinist Maintenance 23.12
23580 - Maintenance Trades Helper 15.16
23591 - Metrology Technician I 24.71
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 27.12
23640 - Millwright 24.71
23710 - Office Appliance Repairer 19.59
23760 - Painter Maintenance 20.92
23790 - Pipefitter Maintenance 27.59
23810 - Plumber Maintenance 27.32
23820 - Pneudraulic Systems Mechanic 24.71
23850 - Rigger 24.71
23870 - Scale Mechanic 22.12
23890 - Sheet-Metal Worker Maintenance 24.66
23910 - Small Engine Mechanic 19.64
23931 - Telecommunications Mechanic I 31.50

23932 - Telecommunications Mechanic II 33.16
23950 - Telephone Lineman 30.40
23960 - Welder Combination Maintenance 23.85
23965 - Well Driller 23.23
23970 - Woodcraft Worker 24.71
23980 - Woodworker 19.30
24000 - Personal Needs Occupations
24550 - Case Manager 14.67
24570 - Child Care Attendant 10.00
24580 - Child Care Center Clerk 12.48
24610 - Chore Aide 10.52
24620 - Family Readiness And Support Services Coordinator 14.67
24630 - Homemaker 14.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.71
25040 - Sewage Plant Operator 18.83
25070 - Stationary Engineer 24.71
25190 - Ventilation Equipment Tender 17.92
25210 - Water Treatment Plant Operator 18.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.27
27007 - Baggage Inspector 11.20
27008 - Corrections Officer 17.75
27010 - Court Security Officer 17.75
27030 - Detection Dog Handler 12.53
27040 - Detention Officer 17.75
27070 - Firefighter 17.75
27101 - Guard I 11.20
27102 - Guard II 12.53
27131 - Police Officer I 20.01
27132 - Police Officer II 22.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.72
28042 - Carnival Equipment Repairer 13.70
28043 - Carnival Worker 9.59
28210 - Gate Attendant/Gate Tender 13.60
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.03
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 18.00
28630 - Sports Official 11.74
28690 - Swimming Pool Operator 15.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.95
29020 - Hatch Tender 23.95
29030 - Line Handler 23.95
29041 - Stevedore I 22.45
29042 - Stevedore II 25.48
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 24.87
30051 - Cryogenic Technician I 28.65
30052 - Cryogenic Technician II 31.65
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.65
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 24.61
30095 - Evidence Control Specialist 25.87
30210 - Laboratory Technician 33.14
30221 - Latent Fingerprint Technician I 27.30
30222 - Latent Fingerprint Technician II 29.55
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.58
30362 - Paralegal/Legal Assistant II 24.24
30363 - Paralegal/Legal Assistant III 29.67
30364 - Paralegal/Legal Assistant IV 35.88
30375 - Petroleum Supply Specialist 31.65
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 31.65
30461 - Technical Writer I 25.72
30462 - Technical Writer II 31.46
30463 - Technical Writer III 38.06
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.65
30502 - Weather Forecaster II 34.85
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.89
31030 - Bus Driver 17.70

31043 - Driver Courier	11.98
31260 - Parking and Lot Attendant	9.80
31290 - Shuttle Bus Driver	12.91
31310 - Taxi Driver	11.55
31361 - Truckdriver Light	12.91
31362 - Truckdriver Medium	13.88
31363 - Truckdriver Heavy	20.75
31364 - Truckdriver Tractor-Trailer	20.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.90
99050 - Desk Clerk	10.95
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	11.33
99252 - Laboratory Animal Caretaker II	12.25
99260 - Marketing Analyst	22.96
99310 - Mortician	30.90
99410 - Pest Controller	17.78
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.68
99730 - Refuse Collector	16.65
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	24.39
99831 - Surveying Aide	15.09
99832 - Surveying Technician	20.71
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	18.29
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4349
Revision No.: 13
Date Of Last Revision: 12/21/2020

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Monongalia Preston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		25.50
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.11
01051 - Data Entry Operator I		12.60
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.11
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75

01113 - General Clerk III 15.43
01120 - Housing Referral Assistant 19.75
01141 - Messenger Courier 12.35
01191 - Order Clerk I 12.93
01192 - Order Clerk II 14.11
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 21.37
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.72
01313 - Secretary III 19.75
01320 - Service Order Dispatcher 15.91
01410 - Supply Technician 25.50
01420 - Survey Worker 14.75
01460 - Switchboard Operator/Receptionist 12.13
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.11
01612 - Word Processor II 15.84
01613 - Word Processor III 17.72
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.42
05010 - Automotive Electrician 15.76
05040 - Automotive Glass Installer 14.80
05070 - Automotive Worker 14.80
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 16.53
05160 - Motor Equipment Metal Worker 14.80
05190 - Motor Vehicle Mechanic 16.53
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.88
05280 - Motor Vehicle Wrecker 14.80
05310 - Painter Automotive 15.76
05340 - Radiator Repair Specialist 14.80
05370 - Tire Repairer 12.91
05400 - Transmission Repair Specialist 16.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 13.23
07042 - Cook II 15.16
07070 - Dishwasher 11.04
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.87
07260 - Waiter/Waitress 9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.87

09040 - Furniture Handler 13.80
09080 - Furniture Refinisher 19.60
09090 - Furniture Refinisher Helper 16.56
09110 - Furniture Repairer Minor 19.24
09130 - Upholsterer 19.60
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.63
11060 - Elevator Operator 11.63
11090 - Gardener 17.36
11122 - Housekeeping Aide 12.03
11150 - Janitor 12.03
11210 - Laborer Grounds Maintenance 13.36
11240 - Maid or Houseman 10.40
11260 - Pruner 12.11
11270 - Tractor Operator 16.06
11330 - Trail Maintenance Worker 13.36
11360 - Window Cleaner 13.27
12000 - Health Occupations
12010 - Ambulance Driver 14.96
12011 - Breath Alcohol Technician 17.57
12012 - Certified Occupational Therapist Assistant 24.10
12015 - Certified Physical Therapist Assistant 23.96
12020 - Dental Assistant 17.30
12025 - Dental Hygienist 28.48
12030 - EKG Technician 24.55
12035 - Electroneurodiagnostic Technologist 24.55
12040 - Emergency Medical Technician 14.96
12071 - Licensed Practical Nurse I 15.70
12072 - Licensed Practical Nurse II 17.57
12073 - Licensed Practical Nurse III 19.59
12100 - Medical Assistant 13.60
12130 - Medical Laboratory Technician 23.00
12160 - Medical Record Clerk 15.21
12190 - Medical Record Technician 20.60
12195 - Medical Transcriptionist 17.06
12210 - Nuclear Medicine Technologist 36.98
12221 - Nursing Assistant I 11.07
12222 - Nursing Assistant II 12.44
12223 - Nursing Assistant III 13.57
12224 - Nursing Assistant IV 15.24
12235 - Optical Dispenser 17.57
12236 - Optical Technician 15.70
12250 - Pharmacy Technician 13.92
12280 - Phlebotomist 14.14
12305 - Radiologic Technologist 24.48
12311 - Registered Nurse I 22.63
12312 - Registered Nurse II 27.68
12313 - Registered Nurse II Specialist 27.68
12314 - Registered Nurse III 33.48
12315 - Registered Nurse III Anesthetist 33.48

12316 - Registered Nurse IV		40.13
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.94
13013 - Exhibits Specialist III		30.51
13041 - Illustrator I		20.14
13042 - Illustrator II		24.94
13043 - Illustrator III		30.51
13047 - Librarian		27.63
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		24.94
13058 - Library Technician		18.68
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.14
13063 - Media Specialist III		22.44
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.94
13074 - Photographer IV		30.51
13075 - Photographer V		36.91
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		25.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.44
15030 - Air Crew Training Devices Instructor (Pilot)		42.48
15050 - Computer Based Training Specialist / Instructor		29.30
15060 - Educational Technologist		26.52
15070 - Flight Instructor (Pilot)		42.48
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.48

15086 - Maintenance Test Pilot Rotary Wing 42.48
15088 - Non-Maintenance Test/Co-Pilot 42.48
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 26.06
15110 - Test Proctor 17.19
15120 - Tutor 17.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.81
19040 - Tool And Die Maker 26.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 11.77
21071 - Order Filler 11.09
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 22.34
21130 - Shipping/Receiving Clerk 22.34
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.11
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.90
23022 - Aircraft Mechanic II 24.11
23023 - Aircraft Mechanic III 25.14
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.83
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.83
23080 - Aircraft Worker 20.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.90
23110 - Appliance Mechanic 21.83

23120 - Bicycle Repairer	17.89
23125 - Cable Splicer	27.84
23130 - Carpenter Maintenance	20.56
23140 - Carpet Layer	20.51
23160 - Electrician Maintenance	26.83
23181 - Electronics Technician Maintenance I	20.51
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	19.24
23290 - Fire Alarm System Mechanic	22.90
23310 - Fire Extinguisher Repairer	17.89
23311 - Fuel Distribution System Mechanic	22.90
23312 - Fuel Distribution System Operator	17.89
23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	22.90
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	17.89
23392 - Gunsmith II	20.51
23393 - Gunsmith III	22.90
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	20.42
23440 - Heavy Equipment Operator	24.83
23460 - Instrument Mechanic	22.90
23465 - Laboratory/Shelter Mechanic	21.83
23470 - Laborer	11.77
23510 - Locksmith	21.83
23530 - Machinery Maintenance Mechanic	26.70
23550 - Machinist Maintenance	19.08
23580 - Maintenance Trades Helper	15.15
23591 - Metrology Technician I	22.90
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.14
23640 - Millwright	22.90
23710 - Office Appliance Repairer	21.83
23760 - Painter Maintenance	21.83
23790 - Pipefitter Maintenance	22.80
23810 - Plumber Maintenance	22.80
23820 - Pneudraulic Systems Mechanic	22.90
23850 - Rigger	22.90
23870 - Scale Mechanic	20.51
23890 - Sheet-Metal Worker Maintenance	22.90
23910 - Small Engine Mechanic	20.51
23931 - Telecommunications Mechanic I	22.89
23932 - Telecommunications Mechanic II	24.09
23950 - Telephone Lineman	27.41
23960 - Welder Combination Maintenance	19.95

23965 - Well Driller	22.90
23970 - Woodcraft Worker	22.90
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	13.34
24570 - Child Care Attendant	9.88
24580 - Child Care Center Clerk	12.33
24610 - Chore Aide	10.45
24620 - Family Readiness And Support Services Coordinator	13.34
24630 - Homemaker	13.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.90
25040 - Sewage Plant Operator	17.98
25070 - Stationary Engineer	22.90
25190 - Ventilation Equipment Tender	16.60
25210 - Water Treatment Plant Operator	17.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.70
27007 - Baggage Inspector	13.30
27008 - Corrections Officer	22.12
27010 - Court Security Officer	17.27
27030 - Detection Dog Handler	15.05
27040 - Detention Officer	22.12
27070 - Firefighter	21.82
27101 - Guard I	13.30
27102 - Guard II	15.05
27131 - Police Officer I	20.32
27132 - Police Officer II	22.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.69
28042 - Carnival Equipment Repairer	13.72
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	15.02
28310 - Lifeguard	13.39
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	16.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.81
29020 - Hatch Tender	24.81
29030 - Line Handler	24.81
29041 - Stevedore I	23.25
29042 - Stevedore II	26.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		24.13
30051 - Cryogenic Technician I		26.73
30052 - Cryogenic Technician II		29.52
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		28.05
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		20.93
30095 - Evidence Control Specialist		24.13
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		26.73
30222 - Latent Fingerprint Technician II		29.52
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		22.61
30363 - Paralegal/Legal Assistant III		27.67
30364 - Paralegal/Legal Assistant IV		33.47
30375 - Petroleum Supply Specialist		29.52
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		29.52
30461 - Technical Writer I		24.82
30462 - Technical Writer II		30.36
30463 - Technical Writer III		36.73
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.05
30502 - Weather Forecaster II		34.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.18
31030 - Bus Driver		17.02
31043 - Driver Courier		13.48
31260 - Parking and Lot Attendant		11.47
31290 - Shuttle Bus Driver		14.57

31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.66
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	10.78
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	26.51
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.55
99711 - Recycling Specialist	17.92
99730 - Refuse Collector	14.08
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	22.40
99831 - Surveying Aide	13.86
99832 - Surveying Technician	19.02
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4350
Revision No.: 13
Date Of Last Revision: 05/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Monongalia Preston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		25.50
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.11
01051 - Data Entry Operator I		12.60
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.11

01090 - Duplicating Machine Operator 14.11
01111 - General Clerk I 12.60
01112 - General Clerk II 13.75
01113 - General Clerk III 15.43
01120 - Housing Referral Assistant 19.75
01141 - Messenger Courier 12.35
01191 - Order Clerk I 12.93
01192 - Order Clerk II 14.11
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 21.37
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 15.84
01311 - Secretary I 15.84
01312 - Secretary II 17.72
01313 - Secretary III 19.75
01320 - Service Order Dispatcher 15.91
01410 - Supply Technician 25.50
01420 - Survey Worker 14.75
01460 - Switchboard Operator/Receptionist 12.13
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.11
01612 - Word Processor II 15.84
01613 - Word Processor III 17.72
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.42
05010 - Automotive Electrician 15.76
05040 - Automotive Glass Installer 14.80
05070 - Automotive Worker 14.80
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 16.53
05160 - Motor Equipment Metal Worker 14.80
05190 - Motor Vehicle Mechanic 16.53
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.88
05280 - Motor Vehicle Wrecker 14.80
05310 - Painter Automotive 15.76
05340 - Radiator Repair Specialist 14.80
05370 - Tire Repairer 12.91
05400 - Transmission Repair Specialist 16.53
07000 - Food Preparation And Service Occupations
07010 - Baker 13.81
07041 - Cook I 13.23
07042 - Cook II 15.16
07070 - Dishwasher 11.04
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.87

07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	13.80
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	16.56
09110 - Furniture Repairer Minor	19.24
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	17.36
11122 - Housekeeping Aide	12.03
11150 - Janitor	12.03
11210 - Laborer Grounds Maintenance	13.36
11240 - Maid or Houseman	10.40
11260 - Pruner	12.11
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.36
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	14.96
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	24.10
12015 - Certified Physical Therapist Assistant	23.96
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	28.48
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	14.96
12071 - Licensed Practical Nurse I	15.70
12072 - Licensed Practical Nurse II	17.57
12073 - Licensed Practical Nurse III	19.59
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	23.00
12160 - Medical Record Clerk	15.21
12190 - Medical Record Technician	20.60
12195 - Medical Transcriptionist	17.06
12210 - Nuclear Medicine Technologist	36.98
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	13.57
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	13.92
12280 - Phlebotomist	14.14
12305 - Radiologic Technologist	24.48
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.68

12313 - Registered Nurse II Specialist		27.68
12314 - Registered Nurse III		33.48
12315 - Registered Nurse III Anesthetist		33.48
12316 - Registered Nurse IV		40.13
12317 - Scheduler (Drug and Alcohol Testing)		21.76
12320 - Substance Abuse Treatment Counselor		21.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.14
13012 - Exhibits Specialist II		24.94
13013 - Exhibits Specialist III		30.51
13041 - Illustrator I		20.14
13042 - Illustrator II		24.94
13043 - Illustrator III		30.51
13047 - Librarian		27.63
13050 - Library Aide/Clerk		12.54
13054 - Library Information Technology Systems Administrator		24.94
13058 - Library Technician		18.68
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.14
13063 - Media Specialist III		22.44
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.94
13074 - Photographer IV		30.51
13075 - Photographer V		36.91
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	20.98
14072 - Computer Programmer II	(see 1)	25.98
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		25.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.30
15020 - Aircrew Training Devices Instructor (Rated)		35.44
15030 - Air Crew Training Devices Instructor (Pilot)		42.48
15050 - Computer Based Training Specialist / Instructor		29.30
15060 - Educational Technologist		26.52

15070 - Flight Instructor (Pilot) 42.48
15080 - Graphic Artist 22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.48
15086 - Maintenance Test Pilot Rotary Wing 42.48
15088 - Non-Maintenance Test/Co-Pilot 42.48
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 26.06
15110 - Test Proctor 17.19
15120 - Tutor 17.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.81
19040 - Tool And Die Maker 26.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.31
21030 - Material Coordinator 21.37
21040 - Material Expediter 21.37
21050 - Material Handling Laborer 11.77
21071 - Order Filler 11.09
21080 - Production Line Worker (Food Processing) 17.31
21110 - Shipping Packer 22.34
21130 - Shipping/Receiving Clerk 22.34
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 17.31
21410 - Warehouse Specialist 17.31
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.11
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.90
23022 - Aircraft Mechanic II 24.11
23023 - Aircraft Mechanic III 25.14
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.83
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.83
23080 - Aircraft Worker 20.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.51

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.90
23110 - Appliance Mechanic 21.83
23120 - Bicycle Repairer 17.89
23125 - Cable Splicer 27.84
23130 - Carpenter Maintenance 20.56
23140 - Carpet Layer 20.51
23160 - Electrician Maintenance 26.83
23181 - Electronics Technician Maintenance I 20.51
23182 - Electronics Technician Maintenance II 21.96
23183 - Electronics Technician Maintenance III 23.04
23260 - Fabric Worker 19.24
23290 - Fire Alarm System Mechanic 22.90
23310 - Fire Extinguisher Repairer 17.89
23311 - Fuel Distribution System Mechanic 22.90
23312 - Fuel Distribution System Operator 17.89
23370 - General Maintenance Worker 16.86
23380 - Ground Support Equipment Mechanic 22.90
23381 - Ground Support Equipment Servicer 19.35
23382 - Ground Support Equipment Worker 20.51
23391 - Gunsmith I 17.89
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.90
23410 - Heating Ventilation And Air-Conditioning Mechanic 20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 21.76
23430 - Heavy Equipment Mechanic 20.42
23440 - Heavy Equipment Operator 24.83
23460 - Instrument Mechanic 22.90
23465 - Laboratory/Shelter Mechanic 21.83
23470 - Laborer 11.77
23510 - Locksmith 21.83
23530 - Machinery Maintenance Mechanic 26.70
23550 - Machinist Maintenance 19.08
23580 - Maintenance Trades Helper 15.15
23591 - Metrology Technician I 22.90
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.14
23640 - Millwright 22.90
23710 - Office Appliance Repairer 21.83
23760 - Painter Maintenance 21.83
23790 - Pipefitter Maintenance 22.80
23810 - Plumber Maintenance 22.80
23820 - Pneudraulic Systems Mechanic 22.90
23850 - Rigger 22.90
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker Maintenance 22.90
23910 - Small Engine Mechanic 20.51
23931 - Telecommunications Mechanic I 22.89

23932 - Telecommunications Mechanic II 24.09
23950 - Telephone Lineman 27.41
23960 - Welder Combination Maintenance 19.95
23965 - Well Driller 22.90
23970 - Woodcraft Worker 22.90
23980 - Woodworker 17.89
24000 - Personal Needs Occupations
24550 - Case Manager 13.34
24570 - Child Care Attendant 9.88
24580 - Child Care Center Clerk 12.33
24610 - Chore Aide 10.45
24620 - Family Readiness And Support Services Coordinator 13.34
24630 - Homemaker 13.34
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.90
25040 - Sewage Plant Operator 17.98
25070 - Stationary Engineer 22.90
25190 - Ventilation Equipment Tender 16.60
25210 - Water Treatment Plant Operator 17.89
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.70
27007 - Baggage Inspector 13.30
27008 - Corrections Officer 22.12
27010 - Court Security Officer 17.27
27030 - Detection Dog Handler 15.05
27040 - Detention Officer 22.12
27070 - Firefighter 21.82
27101 - Guard I 13.30
27102 - Guard II 15.05
27131 - Police Officer I 20.32
27132 - Police Officer II 22.57
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.69
28042 - Carnival Equipment Repairer 13.72
28043 - Carnival Worker 9.57
28210 - Gate Attendant/Gate Tender 15.02
28310 - Lifeguard 13.39
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 16.17
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.81
29020 - Hatch Tender 24.81
29030 - Line Handler 24.81
29041 - Stevedore I 23.25
29042 - Stevedore II 26.39
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 24.13
30051 - Cryogenic Technician I 26.73
30052 - Cryogenic Technician II 29.52
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.05
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 20.93
30095 - Evidence Control Specialist 24.13
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 26.73
30222 - Latent Fingerprint Technician II 29.52
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 18.26
30362 - Paralegal/Legal Assistant II 22.61
30363 - Paralegal/Legal Assistant III 27.67
30364 - Paralegal/Legal Assistant IV 33.47
30375 - Petroleum Supply Specialist 29.52
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 29.52
30461 - Technical Writer I 24.82
30462 - Technical Writer II 30.36
30463 - Technical Writer III 36.73
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.05
30502 - Weather Forecaster II 34.12
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.18
31030 - Bus Driver 17.02

31043 - Driver Courier	13.48
31260 - Parking and Lot Attendant	11.47
31290 - Shuttle Bus Driver	14.57
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.66
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	10.78
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	26.51
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.55
99711 - Recycling Specialist	17.92
99730 - Refuse Collector	14.08
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	22.40
99831 - Surveying Aide	13.86
99832 - Surveying Technician	19.02
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4351
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Greenbrier Logan McDowell Mercer Mingo Monroe Nicholas Pocahontas Summers Webster Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.95
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.99
01042 - Customer Service Representative II		13.48
01043 - Customer Service Representative III		14.72
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.68
01090 - Duplicating Machine Operator		13.68
01111 - General Clerk I		12.06

01112 - General Clerk II 13.16
01113 - General Clerk III 14.77
01120 - Housing Referral Assistant 17.58
01141 - Messenger Courier 10.24
01191 - Order Clerk I 11.51
01192 - Order Clerk II 13.28
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 21.35
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.77
01313 - Secretary III 17.58
01320 - Service Order Dispatcher 16.47
01410 - Supply Technician 24.95
01420 - Survey Worker 13.41
01460 - Switchboard Operator/Receptionist 11.90
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 16.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 16.76
05010 - Automotive Electrician 14.72
05040 - Automotive Glass Installer 14.22
05070 - Automotive Worker 14.22
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.24
05160 - Motor Equipment Metal Worker 14.22
05190 - Motor Vehicle Mechanic 15.24
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.22
05310 - Painter Automotive 14.72
05340 - Radiator Repair Specialist 14.22
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 15.25
07000 - Food Preparation And Service Occupations
07010 - Baker 11.18
07041 - Cook I 11.18
07042 - Cook II 12.81
07070 - Dishwasher 9.63
07130 - Food Service Worker 10.63
07210 - Meat Cutter 13.12
07260 - Waiter/Waitress 9.91
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.87
09040 - Furniture Handler 13.82
09080 - Furniture Refinisher 19.71
09090 - Furniture Refinisher Helper 16.62
09110 - Furniture Repairer Minor 18.25
09130 - Upholsterer 19.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.47
11060 - Elevator Operator 10.47
11090 - Gardener 12.72
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 10.24
11240 - Maid or Houseman 9.93
11260 - Pruner 9.60
11270 - Tractor Operator 11.77
11330 - Trail Maintenance Worker 10.24
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 14.42
12011 - Breath Alcohol Technician 17.57
12012 - Certified Occupational Therapist Assistant 24.85
12015 - Certified Physical Therapist Assistant 26.21
12020 - Dental Assistant 14.28
12025 - Dental Hygienist 26.96
12030 - EKG Technician 21.25
12035 - Electroneurodiagnostic Technologist 21.25
12040 - Emergency Medical Technician 14.42
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.20
12100 - Medical Assistant 12.82
12130 - Medical Laboratory Technician 23.14
12160 - Medical Record Clerk 13.10
12190 - Medical Record Technician 16.13
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.81
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.05
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.43
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.16
12280 - Phlebotomist 14.76
12305 - Radiologic Technologist 20.10
12311 - Registered Nurse I 22.34
12312 - Registered Nurse II 27.33
12313 - Registered Nurse II Specialist 27.33
12314 - Registered Nurse III 33.07

12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.63
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		17.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		9.55
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		22.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.51
15030 - Air Crew Training Devices Instructor (Pilot)		42.56
15050 - Computer Based Training Specialist / Instructor		29.35
15060 - Educational Technologist		25.62
15070 - Flight Instructor (Pilot)		42.56
15080 - Graphic Artist		26.15

15085 - Maintenance Test Pilot Fixed Jet/Prop 42.56
15086 - Maintenance Test Pilot Rotary Wing 42.56
15088 - Non-Maintenance Test/Co-Pilot 42.56
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.92
19040 - Tool And Die Maker 26.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 11.70
21071 - Order Filler 11.79
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.20
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.99
23022 - Aircraft Mechanic II 24.20
23023 - Aircraft Mechanic III 25.23
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.92
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.92
23080 - Aircraft Worker 20.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 20.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.99

23110 - Appliance Mechanic 21.92
23120 - Bicycle Repairer 17.96
23125 - Cable Splicer 33.51
23130 - Carpenter Maintenance 17.29
23140 - Carpet Layer 20.58
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 20.58
23182 - Electronics Technician Maintenance II 21.96
23183 - Electronics Technician Maintenance III 23.04
23260 - Fabric Worker 19.31
23290 - Fire Alarm System Mechanic 22.99
23310 - Fire Extinguisher Repairer 17.96
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 17.96
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 22.99
23381 - Ground Support Equipment Servicer 19.35
23382 - Ground Support Equipment Worker 20.58
23391 - Gunsmith I 17.96
23392 - Gunsmith II 20.58
23393 - Gunsmith III 22.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 21.61
23440 - Heavy Equipment Operator 19.94
23460 - Instrument Mechanic 22.99
23465 - Laboratory/Shelter Mechanic 21.92
23470 - Laborer 11.70
23510 - Locksmith 21.92
23530 - Machinery Maintenance Mechanic 23.51
23550 - Machinist Maintenance 21.06
23580 - Maintenance Trades Helper 13.72
23591 - Metrology Technician I 22.99
23592 - Metrology Technician II 24.20
23593 - Metrology Technician III 25.23
23640 - Millwright 21.32
23710 - Office Appliance Repairer 21.92
23760 - Painter Maintenance 20.19
23790 - Pipefitter Maintenance 20.73
23810 - Plumber Maintenance 20.73
23820 - Pneudraulic Systems Mechanic 22.99
23850 - Rigger 22.99
23870 - Scale Mechanic 20.58
23890 - Sheet-Metal Worker Maintenance 22.99
23910 - Small Engine Mechanic 20.58
23931 - Telecommunications Mechanic I 22.91
23932 - Telecommunications Mechanic II 24.12
23950 - Telephone Lineman 32.19

23960 - Welder Combination Maintenance		20.41
23965 - Well Driller		22.99
23970 - Woodcraft Worker		22.99
23980 - Woodworker		17.96
24000 - Personal Needs Occupations		
24550 - Case Manager		14.07
24570 - Child Care Attendant		10.94
24580 - Child Care Center Clerk		13.65
24610 - Chore Aide		10.54
24620 - Family Readiness And Support Services Coordinator		14.07
24630 - Homemaker		14.07
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.99
25040 - Sewage Plant Operator		16.85
25070 - Stationary Engineer		22.99
25190 - Ventilation Equipment Tender		16.62
25210 - Water Treatment Plant Operator		16.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		11.92
27007 - Baggage Inspector		11.61
27008 - Corrections Officer		19.47
27010 - Court Security Officer		17.09
27030 - Detection Dog Handler		12.99
27040 - Detention Officer		19.47
27070 - Firefighter		16.40
27101 - Guard I		11.61
27102 - Guard II		12.99
27131 - Police Officer I		18.25
27132 - Police Officer II		20.28
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.10
28042 - Carnival Equipment Repairer		11.63
28043 - Carnival Worker		9.09
28210 - Gate Attendant/Gate Tender		14.82
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.53
28510 - Recreation Aide/Health Facility Attendant		12.09
28515 - Recreation Specialist		17.14
28630 - Sports Official		11.74
28690 - Swimming Pool Operator		19.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.58
29020 - Hatch Tender		20.58
29030 - Line Handler		20.58
29041 - Stevedore I		19.31
29042 - Stevedore II		21.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 23.85
30051 - Cryogenic Technician I 28.02
30052 - Cryogenic Technician II 30.95
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.02
30081 - Engineering Technician I 15.69
30082 - Engineering Technician II 17.61
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 22.35
30095 - Evidence Control Specialist 25.30
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 28.02
30222 - Latent Fingerprint Technician II 30.95
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 18.45
30362 - Paralegal/Legal Assistant II 22.85
30363 - Paralegal/Legal Assistant III 27.95
30364 - Paralegal/Legal Assistant IV 33.82
30375 - Petroleum Supply Specialist 30.95
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 30.95
30461 - Technical Writer I 25.30
30462 - Technical Writer II 30.95
30463 - Technical Writer III 37.45
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.02
30502 - Weather Forecaster II 34.09
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 30.67
31020 - Bus Aide 11.91
31030 - Bus Driver 16.64
31043 - Driver Courier 13.51
31260 - Parking and Lot Attendant 10.38

31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	10.74
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	15.64
31363 - Truckdriver Heavy	17.74
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.55
99050 - Desk Clerk	10.41
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	19.89
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.47
99711 - Recycling Specialist	15.00
99730 - Refuse Collector	11.31
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	12.97
99832 - Surveying Technician	17.81
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or

stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which

shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4352
Revision No.: 13
Date Of Last Revision: 05/15/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Greenbrier Logan McDowell Mercer Mingo Monroe Nicholas Pocahontas Summers Webster Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.95
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.99
01042 - Customer Service Representative II		13.48
01043 - Customer Service Representative III		14.72
01051 - Data Entry Operator I		12.79
01052 - Data Entry Operator II		13.96
01060 - Dispatcher Motor Vehicle		18.43

01070 - Document Preparation Clerk 13.68
01090 - Duplicating Machine Operator 13.68
01111 - General Clerk I 12.06
01112 - General Clerk II 13.16
01113 - General Clerk III 14.77
01120 - Housing Referral Assistant 17.58
01141 - Messenger Courier 10.24
01191 - Order Clerk I 11.51
01192 - Order Clerk II 13.28
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 21.35
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 14.09
01311 - Secretary I 14.09
01312 - Secretary II 15.77
01313 - Secretary III 17.58
01320 - Service Order Dispatcher 16.47
01410 - Supply Technician 24.95
01420 - Survey Worker 13.41
01460 - Switchboard Operator/Receptionist 11.90
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 16.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 16.76
05010 - Automotive Electrician 14.72
05040 - Automotive Glass Installer 14.22
05070 - Automotive Worker 14.22
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.24
05160 - Motor Equipment Metal Worker 14.22
05190 - Motor Vehicle Mechanic 15.24
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.22
05310 - Painter Automotive 14.72
05340 - Radiator Repair Specialist 14.22
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 15.25
07000 - Food Preparation And Service Occupations
07010 - Baker 11.18
07041 - Cook I 11.18
07042 - Cook II 12.81
07070 - Dishwasher 9.63
07130 - Food Service Worker 10.63

07210 - Meat Cutter 13.12
07260 - Waiter/Waitress 9.91
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.87
09040 - Furniture Handler 13.82
09080 - Furniture Refinisher 19.71
09090 - Furniture Refinisher Helper 16.62
09110 - Furniture Repairer Minor 18.25
09130 - Upholsterer 19.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.47
11060 - Elevator Operator 10.47
11090 - Gardener 12.72
11122 - Housekeeping Aide 11.29
11150 - Janitor 11.29
11210 - Laborer Grounds Maintenance 10.24
11240 - Maid or Houseman 9.93
11260 - Pruner 9.60
11270 - Tractor Operator 11.77
11330 - Trail Maintenance Worker 10.24
11360 - Window Cleaner 12.45
12000 - Health Occupations
12010 - Ambulance Driver 14.42
12011 - Breath Alcohol Technician 17.57
12012 - Certified Occupational Therapist Assistant 24.85
12015 - Certified Physical Therapist Assistant 26.21
12020 - Dental Assistant 14.28
12025 - Dental Hygienist 26.96
12030 - EKG Technician 21.25
12035 - Electroneurodiagnostic Technologist 21.25
12040 - Emergency Medical Technician 14.42
12071 - Licensed Practical Nurse I 16.19
12072 - Licensed Practical Nurse II 18.12
12073 - Licensed Practical Nurse III 20.20
12100 - Medical Assistant 12.82
12130 - Medical Laboratory Technician 23.14
12160 - Medical Record Clerk 13.10
12190 - Medical Record Technician 16.13
12195 - Medical Transcriptionist 15.95
12210 - Nuclear Medicine Technologist 39.81
12221 - Nursing Assistant I 11.45
12222 - Nursing Assistant II 12.88
12223 - Nursing Assistant III 14.05
12224 - Nursing Assistant IV 15.77
12235 - Optical Dispenser 16.43
12236 - Optical Technician 16.19
12250 - Pharmacy Technician 14.16
12280 - Phlebotomist 14.76
12305 - Radiologic Technologist 20.10
12311 - Registered Nurse I 22.34

12312 - Registered Nurse II		27.33
12313 - Registered Nurse II Specialist		27.33
12314 - Registered Nurse III		33.07
12315 - Registered Nurse III Anesthetist		33.07
12316 - Registered Nurse IV		39.63
12317 - Scheduler (Drug and Alcohol Testing)		22.44
12320 - Substance Abuse Treatment Counselor		17.75
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		9.55
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		22.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.51
15030 - Air Crew Training Devices Instructor (Pilot)		42.56
15050 - Computer Based Training Specialist / Instructor		29.35

15060 - Educational Technologist 25.62
15070 - Flight Instructor (Pilot) 42.56
15080 - Graphic Artist 26.15
15085 - Maintenance Test Pilot Fixed Jet/Prop 42.56
15086 - Maintenance Test Pilot Rotary Wing 42.56
15088 - Non-Maintenance Test/Co-Pilot 42.56
15090 - Technical Instructor 20.98
15095 - Technical Instructor/Course Developer 26.15
15110 - Test Proctor 18.01
15120 - Tutor 18.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.92
19040 - Tool And Die Maker 26.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.30
21030 - Material Coordinator 21.35
21040 - Material Expediter 21.35
21050 - Material Handling Laborer 11.70
21071 - Order Filler 11.79
21080 - Production Line Worker (Food Processing) 15.30
21110 - Shipping Packer 15.58
21130 - Shipping/Receiving Clerk 15.58
21140 - Store Worker I 12.99
21150 - Stock Clerk 17.49
21210 - Tools And Parts Attendant 15.30
21410 - Warehouse Specialist 15.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.20
23019 - Aircraft Logs and Records Technician 19.35
23021 - Aircraft Mechanic I 22.99
23022 - Aircraft Mechanic II 24.20
23023 - Aircraft Mechanic III 25.23
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 21.92
23060 - Aircraft Servicer 19.35
23070 - Aircraft Survival Flight Equipment Technician 21.92
23080 - Aircraft Worker 20.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.58

I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.99
II
23110 - Appliance Mechanic 21.92
23120 - Bicycle Repairer 17.96
23125 - Cable Splicer 33.51
23130 - Carpenter Maintenance 17.29
23140 - Carpet Layer 20.58
23160 - Electrician Maintenance 24.39
23181 - Electronics Technician Maintenance I 20.58
23182 - Electronics Technician Maintenance II 21.96
23183 - Electronics Technician Maintenance III 23.04
23260 - Fabric Worker 19.31
23290 - Fire Alarm System Mechanic 22.99
23310 - Fire Extinguisher Repairer 17.96
23311 - Fuel Distribution System Mechanic 22.99
23312 - Fuel Distribution System Operator 17.96
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 22.99
23381 - Ground Support Equipment Servicer 19.35
23382 - Ground Support Equipment Worker 20.58
23391 - Gunsmith I 17.96
23392 - Gunsmith II 20.58
23393 - Gunsmith III 22.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 21.61
23440 - Heavy Equipment Operator 19.94
23460 - Instrument Mechanic 22.99
23465 - Laboratory/Shelter Mechanic 21.92
23470 - Laborer 11.70
23510 - Locksmith 21.92
23530 - Machinery Maintenance Mechanic 23.51
23550 - Machinist Maintenance 21.06
23580 - Maintenance Trades Helper 13.72
23591 - Metrology Technician I 22.99
23592 - Metrology Technician II 24.20
23593 - Metrology Technician III 25.23
23640 - Millwright 21.32
23710 - Office Appliance Repairer 21.92
23760 - Painter Maintenance 20.19
23790 - Pipefitter Maintenance 20.73
23810 - Plumber Maintenance 20.73
23820 - Pneudraulic Systems Mechanic 22.99
23850 - Rigger 22.99
23870 - Scale Mechanic 20.58
23890 - Sheet-Metal Worker Maintenance 22.99
23910 - Small Engine Mechanic 20.58

23931 - Telecommunications Mechanic I	22.91
23932 - Telecommunications Mechanic II	24.12
23950 - Telephone Lineman	32.19
23960 - Welder Combination Maintenance	20.41
23965 - Well Driller	22.99
23970 - Woodcraft Worker	22.99
23980 - Woodworker	17.96
24000 - Personal Needs Occupations	
24550 - Case Manager	14.07
24570 - Child Care Attendant	10.94
24580 - Child Care Center Clerk	13.65
24610 - Chore Aide	10.54
24620 - Family Readiness And Support Services Coordinator	14.07
24630 - Homemaker	14.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	16.62
25210 - Water Treatment Plant Operator	16.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	11.92
27007 - Baggage Inspector	11.61
27008 - Corrections Officer	19.47
27010 - Court Security Officer	17.09
27030 - Detection Dog Handler	12.99
27040 - Detention Officer	19.47
27070 - Firefighter	16.40
27101 - Guard I	11.61
27102 - Guard II	12.99
27131 - Police Officer I	18.25
27132 - Police Officer II	20.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.10
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	14.82
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.53
28510 - Recreation Aide/Health Facility Attendant	12.09
28515 - Recreation Specialist	17.14
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	19.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.58
29020 - Hatch Tender	20.58
29030 - Line Handler	20.58
29041 - Stevedore I	19.31
29042 - Stevedore II	21.92

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		23.85
30051 - Cryogenic Technician I		28.02
30052 - Cryogenic Technician II		30.95
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		28.02
30081 - Engineering Technician I		15.69
30082 - Engineering Technician II		17.61
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		22.35
30095 - Evidence Control Specialist		25.30
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		28.02
30222 - Latent Fingerprint Technician II		30.95
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		18.45
30362 - Paralegal/Legal Assistant II		22.85
30363 - Paralegal/Legal Assistant III		27.95
30364 - Paralegal/Legal Assistant IV		33.82
30375 - Petroleum Supply Specialist		30.95
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		30.95
30461 - Technical Writer I		25.30
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.45
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		28.02
30502 - Weather Forecaster II		34.09
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.91

31030 - Bus Driver	16.64
31043 - Driver Courier	13.51
31260 - Parking and Lot Attendant	10.38
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	10.74
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	15.64
31363 - Truckdriver Heavy	17.74
31364 - Truckdriver Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.55
99050 - Desk Clerk	10.41
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	19.89
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	12.47
99711 - Recycling Specialist	15.00
99730 - Refuse Collector	11.31
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	12.97
99832 - Surveying Technician	17.81
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill

injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4353
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Barbour Braxton Calhoun Doddridge Gilmer Grant Hardy Harrison Jackson Lewis Marion Mason Morgan Pendleton Pleasants Randolph Ritchie Roane Taylor Tucker Tyler Upshur Wetzel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		22.44
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.42
01042 - Customer Service Representative II		13.97
01043 - Customer Service Representative III		15.24
01051 - Data Entry Operator I		13.23
01052 - Data Entry Operator II		14.43
01060 - Dispatcher Motor Vehicle		17.54
01070 - Document Preparation Clerk		13.81
01090 - Duplicating Machine Operator		13.81

01111 - General Clerk I	12.68
01112 - General Clerk II	13.83
01113 - General Clerk III	15.53
01120 - Housing Referral Assistant	17.77
01141 - Messenger Courier	11.25
01191 - Order Clerk I	13.78
01192 - Order Clerk II	15.04
01261 - Personnel Assistant (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.86
01263 - Personnel Assistant (Employment) III	22.14
01270 - Production Control Clerk	22.77
01290 - Rental Clerk	11.99
01300 - Scheduler Maintenance	14.25
01311 - Secretary I	14.25
01312 - Secretary II	15.94
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	15.68
01410 - Supply Technician	22.44
01420 - Survey Worker	13.41
01460 - Switchboard Operator/Receptionist	12.55
01531 - Travel Clerk I	13.15
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.64
01612 - Word Processor II	15.31
01613 - Word Processor III	16.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.63
05010 - Automotive Electrician	14.95
05040 - Automotive Glass Installer	14.27
05070 - Automotive Worker	14.27
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.56
05160 - Motor Equipment Metal Worker	14.27
05190 - Motor Vehicle Mechanic	15.56
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.27
05310 - Painter Automotive	14.95
05340 - Radiator Repair Specialist	14.27
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.03
07041 - Cook I	11.35
07042 - Cook II	12.49
07070 - Dishwasher	9.76
07130 - Food Service Worker	9.65
07210 - Meat Cutter	14.65
07260 - Waiter/Waitress	9.85

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.94
09080 - Furniture Refinisher	16.18
09090 - Furniture Refinisher Helper	13.35
09110 - Furniture Repairer Minor	14.75
09130 - Upholsterer	16.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.60
11090 - Gardener	13.63
11122 - Housekeeping Aide	12.60
11150 - Janitor	12.60
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	10.53
11260 - Pruner	10.92
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	14.50
12011 - Breath Alcohol Technician	19.26
12012 - Certified Occupational Therapist Assistant	28.79
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	15.23
12025 - Dental Hygienist	29.86
12030 - EKG Technician	21.17
12035 - Electroneurodiagnostic Technologist	21.17
12040 - Emergency Medical Technician	14.50
12071 - Licensed Practical Nurse I	17.80
12072 - Licensed Practical Nurse II	19.92
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	20.94
12160 - Medical Record Clerk	16.27
12190 - Medical Record Technician	18.21
12195 - Medical Transcriptionist	15.00
12210 - Nuclear Medicine Technologist	43.75
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	15.27
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	14.35
12280 - Phlebotomist	14.13
12305 - Radiologic Technologist	23.51
12311 - Registered Nurse I	23.53
12312 - Registered Nurse II	28.79
12313 - Registered Nurse II Specialist	28.79

12314 - Registered Nurse III		34.82
12315 - Registered Nurse III Anesthetist		34.82
12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		17.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		9.78
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13090 - Technical Order Library Clerk		12.29
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	24.67
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		23.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.35
15020 - Aircrew Training Devices Instructor (Rated)		36.71
15030 - Air Crew Training Devices Instructor (Pilot)		44.00
15050 - Computer Based Training Specialist / Instructor		30.35
15060 - Educational Technologist		25.81
15070 - Flight Instructor (Pilot)		44.00

15080 - Graphic Artist 18.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.00
15086 - Maintenance Test Pilot Rotary Wing 44.00
15088 - Non-Maintenance Test/Co-Pilot 44.00
15090 - Technical Instructor 21.19
15095 - Technical Instructor/Course Developer 25.92
15110 - Test Proctor 17.11
15120 - Tutor 17.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.67
16030 - Counter Attendant 10.67
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.67
16090 - Presser Hand 10.67
16110 - Presser Machine Drycleaning 10.67
16130 - Presser Machine Shirts 10.67
16160 - Presser Machine Wearing Apparel Laundry 10.67
16190 - Sewing Machine Operator 14.05
16220 - Tailor 14.91
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.81
19040 - Tool And Die Maker 28.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 12.16
21071 - Order Filler 11.90
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 14.71
21130 - Shipping/Receiving Clerk 14.71
21140 - Store Worker I 16.41
21150 - Stock Clerk 19.59
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.97
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 25.95
23022 - Aircraft Mechanic II 26.97
23023 - Aircraft Mechanic III 27.97
23040 - Aircraft Mechanic Helper 20.62
23050 - Aircraft Painter 24.95
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 24.95
23080 - Aircraft Worker 23.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic 25.95

II
23110 - Appliance Mechanic 24.81
23120 - Bicycle Repairer 20.48
23125 - Cable Splicer 33.42
23130 - Carpenter Maintenance 20.00
23140 - Carpet Layer 23.70
23160 - Electrician Maintenance 28.52
23181 - Electronics Technician Maintenance I 24.10
23182 - Electronics Technician Maintenance II 26.84
23183 - Electronics Technician Maintenance III 27.92
23260 - Fabric Worker 22.62
23290 - Fire Alarm System Mechanic 25.83
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 32.10
23312 - Fuel Distribution System Operator 24.97
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 25.95
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 23.82
23391 - Gunsmith I 21.53
23392 - Gunsmith II 23.70
23393 - Gunsmith III 25.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 20.80
23440 - Heavy Equipment Operator 21.34
23460 - Instrument Mechanic 25.83
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 12.16
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 23.46
23550 - Machinist Maintenance 18.75
23580 - Maintenance Trades Helper 14.29
23591 - Metrology Technician I 25.83
23592 - Metrology Technician II 26.86
23593 - Metrology Technician III 27.85
23640 - Millwright 26.35
23710 - Office Appliance Repairer 18.60
23760 - Painter Maintenance 22.94
23790 - Pipefitter Maintenance 26.28
23810 - Plumber Maintenance 26.08
23820 - Pneudraulic Systems Mechanic 25.83
23850 - Rigger 25.83
23870 - Scale Mechanic 23.70
23890 - Sheet-Metal Worker Maintenance 22.96
23910 - Small Engine Mechanic 16.23
23931 - Telecommunications Mechanic I 23.62
23932 - Telecommunications Mechanic II 24.64

23950 - Telephone Lineman		33.50
23960 - Welder Combination Maintenance		22.26
23965 - Well Driller		24.05
23970 - Woodcraft Worker		25.83
23980 - Woodworker		21.53
24000 - Personal Needs Occupations		
24550 - Case Manager		14.11
24570 - Child Care Attendant		9.86
24580 - Child Care Center Clerk		12.30
24610 - Chore Aide		9.98
24620 - Family Readiness And Support Services Coordinator		14.11
24630 - Homemaker		14.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.83
25040 - Sewage Plant Operator		17.69
25070 - Stationary Engineer		25.83
25190 - Ventilation Equipment Tender		20.47
25210 - Water Treatment Plant Operator		17.69
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.48
27007 - Baggage Inspector		12.13
27008 - Corrections Officer		15.85
27010 - Court Security Officer		18.70
27030 - Detection Dog Handler		13.68
27040 - Detention Officer		15.85
27070 - Firefighter		20.48
27101 - Guard I		12.13
27102 - Guard II		13.68
27131 - Police Officer I		20.24
27132 - Police Officer II		22.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.42
28042 - Carnival Equipment Repairer		12.09
28043 - Carnival Worker		9.39
28210 - Gate Attendant/Gate Tender		14.96
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.53
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		18.12
28630 - Sports Official		11.74
28690 - Swimming Pool Operator		14.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.35
29020 - Hatch Tender		26.35
29030 - Line Handler		26.35
29041 - Stevedore I		24.70
29042 - Stevedore II		28.03
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	44.89

30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 22.21
30051 - Cryogenic Technician I 28.06
30052 - Cryogenic Technician II 31.00
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.06
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 20.84
30095 - Evidence Control Specialist 25.34
30210 - Laboratory Technician 25.69
30221 - Latent Fingerprint Technician I 28.06
30222 - Latent Fingerprint Technician II 31.00
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 23.49
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 31.00
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 31.00
30461 - Technical Writer I 25.34
30462 - Technical Writer II 31.00
30463 - Technical Writer III 37.50
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 28.06
30502 - Weather Forecaster II 34.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51
31020 - Bus Aide 14.18
31030 - Bus Driver 19.47
31043 - Driver Courier 14.18

31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	10.80
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	15.67
31363 - Truckdriver Heavy	21.00
31364 - Truckdriver Tractor-Trailer	21.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	9.93
99050 - Desk Clerk	9.56
99095 - Embalmer	30.90
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	11.43
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	21.07
99310 - Mortician	30.90
99410 - Pest Controller	15.27
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	13.45
99711 - Recycling Specialist	15.06
99730 - Refuse Collector	12.69
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	12.84
99832 - Surveying Technician	17.64
99840 - Vending Machine Attendant	17.23
99841 - Vending Machine Repairer	19.95
99842 - Vending Machine Repairer Helper	17.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family

to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final

determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4354
Revision No.: 13
Date Of Last Revision: 09/04/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Barbour Braxton Calhoun Doddridge Gilmer Grant Hardy Harrison Jackson Lewis Marion Mason Morgan Pendleton Pleasants Randolph Ritchie Roane Taylor Tucker Tyler Upshur Wetzel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		22.44
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.42
01042 - Customer Service Representative II		13.97
01043 - Customer Service Representative III		15.24
01051 - Data Entry Operator I		13.23
01052 - Data Entry Operator II		14.43

01060 - Dispatcher Motor Vehicle 17.54
01070 - Document Preparation Clerk 13.81
01090 - Duplicating Machine Operator 13.81
01111 - General Clerk I 12.68
01112 - General Clerk II 13.83
01113 - General Clerk III 15.53
01120 - Housing Referral Assistant 17.77
01141 - Messenger Courier 11.25
01191 - Order Clerk I 13.78
01192 - Order Clerk II 15.04
01261 - Personnel Assistant (Employment) I 17.75
01262 - Personnel Assistant (Employment) II 19.86
01263 - Personnel Assistant (Employment) III 22.14
01270 - Production Control Clerk 22.77
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 14.25
01311 - Secretary I 14.25
01312 - Secretary II 15.94
01313 - Secretary III 17.77
01320 - Service Order Dispatcher 15.68
01410 - Supply Technician 22.44
01420 - Survey Worker 13.41
01460 - Switchboard Operator/Receptionist 12.55
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 16.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.63
05010 - Automotive Electrician 14.95
05040 - Automotive Glass Installer 14.27
05070 - Automotive Worker 14.27
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.56
05160 - Motor Equipment Metal Worker 14.27
05190 - Motor Vehicle Mechanic 15.56
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.27
05310 - Painter Automotive 14.95
05340 - Radiator Repair Specialist 14.27
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 15.56
07000 - Food Preparation And Service Occupations
07010 - Baker 11.03
07041 - Cook I 11.35
07042 - Cook II 12.49
07070 - Dishwasher 9.76

07130 - Food Service Worker	9.65
07210 - Meat Cutter	14.65
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.94
09080 - Furniture Refinisher	16.18
09090 - Furniture Refinisher Helper	13.35
09110 - Furniture Repairer Minor	14.75
09130 - Upholsterer	16.70
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.73
11060 - Elevator Operator	12.60
11090 - Gardener	13.63
11122 - Housekeeping Aide	12.60
11150 - Janitor	12.60
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	10.53
11260 - Pruner	10.92
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	14.50
12011 - Breath Alcohol Technician	19.26
12012 - Certified Occupational Therapist Assistant	28.79
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	15.23
12025 - Dental Hygienist	29.86
12030 - EKG Technician	21.17
12035 - Electroneurodiagnostic Technologist	21.17
12040 - Emergency Medical Technician	14.50
12071 - Licensed Practical Nurse I	17.80
12072 - Licensed Practical Nurse II	19.92
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	20.94
12160 - Medical Record Clerk	16.27
12190 - Medical Record Technician	18.21
12195 - Medical Transcriptionist	15.00
12210 - Nuclear Medicine Technologist	43.75
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	15.27
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	14.35
12280 - Phlebotomist	14.13
12305 - Radiologic Technologist	23.51

12311 - Registered Nurse I		23.53
12312 - Registered Nurse II		28.79
12313 - Registered Nurse II Specialist		28.79
12314 - Registered Nurse III		34.82
12315 - Registered Nurse III Anesthetist		34.82
12316 - Registered Nurse IV		41.75
12317 - Scheduler (Drug and Alcohol Testing)		23.86
12320 - Substance Abuse Treatment Counselor		17.72
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		9.78
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		13.62
13072 - Photographer II		15.23
13073 - Photographer III		18.87
13074 - Photographer IV		23.08
13075 - Photographer V		27.93
13090 - Technical Order Library Clerk		12.29
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	24.67
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		23.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.35
15020 - Aircrew Training Devices Instructor (Rated)		36.71
15030 - Air Crew Training Devices Instructor (Pilot)		44.00

15050 - Computer Based Training Specialist / Instructor 30.35
15060 - Educational Technologist 25.81
15070 - Flight Instructor (Pilot) 44.00
15080 - Graphic Artist 18.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.00
15086 - Maintenance Test Pilot Rotary Wing 44.00
15088 - Non-Maintenance Test/Co-Pilot 44.00
15090 - Technical Instructor 21.19
15095 - Technical Instructor/Course Developer 25.92
15110 - Test Proctor 17.11
15120 - Tutor 17.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.67
16030 - Counter Attendant 10.67
16040 - Dry Cleaner 13.17
16070 - Finisher Flatwork Machine 10.67
16090 - Presser Hand 10.67
16110 - Presser Machine Drycleaning 10.67
16130 - Presser Machine Shirts 10.67
16160 - Presser Machine Wearing Apparel Laundry 10.67
16190 - Sewing Machine Operator 14.05
16220 - Tailor 14.91
16250 - Washer Machine 11.45
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.81
19040 - Tool And Die Maker 28.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.49
21030 - Material Coordinator 22.77
21040 - Material Expediter 22.77
21050 - Material Handling Laborer 12.16
21071 - Order Filler 11.90
21080 - Production Line Worker (Food Processing) 16.49
21110 - Shipping Packer 14.71
21130 - Shipping/Receiving Clerk 14.71
21140 - Store Worker I 16.41
21150 - Stock Clerk 19.59
21210 - Tools And Parts Attendant 16.49
21410 - Warehouse Specialist 16.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.97
23019 - Aircraft Logs and Records Technician 22.75
23021 - Aircraft Mechanic I 25.95
23022 - Aircraft Mechanic II 26.97
23023 - Aircraft Mechanic III 27.97
23040 - Aircraft Mechanic Helper 20.62
23050 - Aircraft Painter 24.95
23060 - Aircraft Servicer 22.75
23070 - Aircraft Survival Flight Equipment Technician 24.95
23080 - Aircraft Worker 23.82

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.95
23110 - Appliance Mechanic 24.81
23120 - Bicycle Repairer 20.48
23125 - Cable Splicer 33.42
23130 - Carpenter Maintenance 20.00
23140 - Carpet Layer 23.70
23160 - Electrician Maintenance 28.52
23181 - Electronics Technician Maintenance I 24.10
23182 - Electronics Technician Maintenance II 26.84
23183 - Electronics Technician Maintenance III 27.92
23260 - Fabric Worker 22.62
23290 - Fire Alarm System Mechanic 25.83
23310 - Fire Extinguisher Repairer 21.53
23311 - Fuel Distribution System Mechanic 32.10
23312 - Fuel Distribution System Operator 24.97
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 25.95
23381 - Ground Support Equipment Servicer 22.75
23382 - Ground Support Equipment Worker 23.82
23391 - Gunsmith I 21.53
23392 - Gunsmith II 23.70
23393 - Gunsmith III 25.83
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 20.80
23440 - Heavy Equipment Operator 21.34
23460 - Instrument Mechanic 25.83
23465 - Laboratory/Shelter Mechanic 24.81
23470 - Laborer 12.16
23510 - Locksmith 24.81
23530 - Machinery Maintenance Mechanic 23.46
23550 - Machinist Maintenance 18.75
23580 - Maintenance Trades Helper 14.29
23591 - Metrology Technician I 25.83
23592 - Metrology Technician II 26.86
23593 - Metrology Technician III 27.85
23640 - Millwright 26.35
23710 - Office Appliance Repairer 18.60
23760 - Painter Maintenance 22.94
23790 - Pipefitter Maintenance 26.28
23810 - Plumber Maintenance 26.08
23820 - Pneudraulic Systems Mechanic 25.83
23850 - Rigger 25.83
23870 - Scale Mechanic 23.70
23890 - Sheet-Metal Worker Maintenance 22.96

23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	23.62
23932 - Telecommunications Mechanic II	24.64
23950 - Telephone Lineman	33.50
23960 - Welder Combination Maintenance	22.26
23965 - Well Driller	24.05
23970 - Woodcraft Worker	25.83
23980 - Woodworker	21.53
24000 - Personal Needs Occupations	
24550 - Case Manager	14.11
24570 - Child Care Attendant	9.86
24580 - Child Care Center Clerk	12.30
24610 - Chore Aide	9.98
24620 - Family Readiness And Support Services Coordinator	14.11
24630 - Homemaker	14.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.83
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	25.83
25190 - Ventilation Equipment Tender	20.47
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.48
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	15.85
27010 - Court Security Officer	18.70
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	15.85
27070 - Firefighter	20.48
27101 - Guard I	12.13
27102 - Guard II	13.68
27131 - Police Officer I	20.24
27132 - Police Officer II	22.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.42
28042 - Carnival Equipment Repairer	12.09
28043 - Carnival Worker	9.39
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.53
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.12
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	14.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	24.70

29042 - Stevedore II 28.03
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 44.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 30.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 34.08
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 22.21
30051 - Cryogenic Technician I 28.06
30052 - Cryogenic Technician II 31.00
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.06
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 20.84
30095 - Evidence Control Specialist 25.34
30210 - Laboratory Technician 25.69
30221 - Latent Fingerprint Technician I 28.06
30222 - Latent Fingerprint Technician II 31.00
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 23.49
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 31.00
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 31.00
30461 - Technical Writer I 25.34
30462 - Technical Writer II 31.00
30463 - Technical Writer III 37.50
30491 - Unexploded Ordnance (UXO) Technician I 28.53
30492 - Unexploded Ordnance (UXO) Technician II 34.51
30493 - Unexploded Ordnance (UXO) Technician III 41.37
30494 - Unexploded (UXO) Safety Escort 28.53
30495 - Unexploded (UXO) Sweep Personnel 28.53
30501 - Weather Forecaster I 28.06
30502 - Weather Forecaster II 34.14
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 34.51

31020 - Bus Aide	14.18
31030 - Bus Driver	19.47
31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	10.80
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	15.67
31363 - Truckdriver Heavy	21.00
31364 - Truckdriver Tractor-Trailer	21.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.83
99030 - Cashier	9.93
99050 - Desk Clerk	9.56
99095 - Embalmer	30.90
99130 - Flight Follower	28.53
99251 - Laboratory Animal Caretaker I	11.43
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	21.07
99310 - Mortician	30.90
99410 - Pest Controller	15.27
99510 - Photofinishing Worker	14.99
99710 - Recycling Laborer	13.45
99711 - Recycling Specialist	15.06
99730 - Refuse Collector	12.69
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	12.84
99832 - Surveying Technician	17.64
99840 - Vending Machine Attendant	17.23
99841 - Vending Machine Repairer	19.95
99842 - Vending Machine Repairer Helper	17.23

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to

assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable

relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or

disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4355
Revision No.: 13
Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Wirt Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.03
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.26
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.30
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		12.28
01112 - General Clerk II		13.40

01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.00
01141 - Messenger Courier 11.06
01191 - Order Clerk I 12.57
01192 - Order Clerk II 13.80
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 25.94
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.04
01313 - Secretary III 19.00
01320 - Service Order Dispatcher 14.57
01410 - Supply Technician 21.03
01420 - Survey Worker 14.75
01460 - Switchboard Operator/Receptionist 12.02
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 13.79
01533 - Travel Clerk III 14.80
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 15.53
05010 - Automotive Electrician 14.72
05040 - Automotive Glass Installer 14.22
05070 - Automotive Worker 14.22
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.24
05160 - Motor Equipment Metal Worker 14.22
05190 - Motor Vehicle Mechanic 15.24
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.22
05310 - Painter Automotive 14.72
05340 - Radiator Repair Specialist 14.22
05370 - Tire Repairer 14.32
05400 - Transmission Repair Specialist 15.25
07000 - Food Preparation And Service Occupations
07010 - Baker 16.37
07041 - Cook I 11.45
07042 - Cook II 13.17
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.06
07260 - Waiter/Waitress 9.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.72

09040 - Furniture Handler 14.01
09080 - Furniture Refinisher 20.72
09090 - Furniture Refinisher Helper 16.58
09110 - Furniture Repairer Minor 18.80
09130 - Upholsterer 20.72
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 10.51
11060 - Elevator Operator 10.51
11090 - Gardener 14.72
11122 - Housekeeping Aide 11.26
11150 - Janitor 11.26
11210 - Laborer Grounds Maintenance 11.33
11240 - Maid or Houseman 9.82
11260 - Pruner 10.27
11270 - Tractor Operator 13.62
11330 - Trail Maintenance Worker 11.33
11360 - Window Cleaner 12.42
12000 - Health Occupations
12010 - Ambulance Driver 17.80
12011 - Breath Alcohol Technician 17.80
12012 - Certified Occupational Therapist Assistant 24.42
12015 - Certified Physical Therapist Assistant 24.57
12020 - Dental Assistant 15.03
12025 - Dental Hygienist 26.96
12030 - EKG Technician 26.97
12035 - Electroneurodiagnostic Technologist 26.97
12040 - Emergency Medical Technician 17.80
12071 - Licensed Practical Nurse I 15.91
12072 - Licensed Practical Nurse II 17.80
12073 - Licensed Practical Nurse III 19.84
12100 - Medical Assistant 14.11
12130 - Medical Laboratory Technician 19.93
12160 - Medical Record Clerk 15.14
12190 - Medical Record Technician 18.15
12195 - Medical Transcriptionist 15.91
12210 - Nuclear Medicine Technologist 39.11
12221 - Nursing Assistant I 11.76
12222 - Nursing Assistant II 13.22
12223 - Nursing Assistant III 14.42
12224 - Nursing Assistant IV 16.19
12235 - Optical Dispenser 17.80
12236 - Optical Technician 15.91
12250 - Pharmacy Technician 13.41
12280 - Phlebotomist 14.93
12305 - Radiologic Technologist 26.97
12311 - Registered Nurse I 23.04
12312 - Registered Nurse II 28.19
12313 - Registered Nurse II Specialist 28.19
12314 - Registered Nurse III 34.11
12315 - Registered Nurse III Anesthetist 34.11

12316 - Registered Nurse IV		40.88
12317 - Scheduler (Drug and Alcohol Testing)		22.05
12320 - Substance Abuse Treatment Counselor		21.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.81
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.81
13047 - Librarian		22.47
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		16.38
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.26
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.81
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		16.38
13110 - Video Teleconference Technician		14.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		24.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.18
15020 - Aircrew Training Devices Instructor (Rated)		36.51
15030 - Air Crew Training Devices Instructor (Pilot)		43.76
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		28.93
15070 - Flight Instructor (Pilot)		43.76
15080 - Graphic Artist		20.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.76

15086 - Maintenance Test Pilot Rotary Wing 43.76
15088 - Non-Maintenance Test/Co-Pilot 43.76
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.76
15110 - Test Proctor 19.38
15120 - Tutor 19.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 25.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 25.94
21040 - Material Expediter 25.94
21050 - Material Handling Laborer 12.82
21071 - Order Filler 11.85
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 13.37
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.26
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 24.00
23022 - Aircraft Mechanic II 25.26
23023 - Aircraft Mechanic III 26.35
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.68
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 22.68
23080 - Aircraft Worker 21.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.00
23110 - Appliance Mechanic 21.78

23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	24.87
23130 - Carpenter Maintenance	17.39
23140 - Carpet Layer	20.46
23160 - Electrician Maintenance	25.00
23181 - Electronics Technician Maintenance I	20.46
23182 - Electronics Technician Maintenance II	22.68
23183 - Electronics Technician Maintenance III	23.79
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	22.85
23310 - Fire Extinguisher Repairer	18.34
23311 - Fuel Distribution System Mechanic	23.57
23312 - Fuel Distribution System Operator	18.41
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	24.00
23381 - Ground Support Equipment Servicer	20.16
23382 - Ground Support Equipment Worker	21.49
23391 - Gunsmith I	18.15
23392 - Gunsmith II	20.80
23393 - Gunsmith III	23.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	21.59
23440 - Heavy Equipment Operator	18.13
23460 - Instrument Mechanic	23.78
23465 - Laboratory/Shelter Mechanic	22.14
23470 - Laborer	12.82
23510 - Locksmith	21.78
23530 - Machinery Maintenance Mechanic	26.70
23550 - Machinist Maintenance	22.85
23580 - Maintenance Trades Helper	15.66
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	24.85
23593 - Metrology Technician III	25.87
23640 - Millwright	23.57
23710 - Office Appliance Repairer	19.02
23760 - Painter Maintenance	20.72
23790 - Pipefitter Maintenance	23.62
23810 - Plumber Maintenance	22.68
23820 - Pneudraulic Systems Mechanic	23.22
23850 - Rigger	23.57
23870 - Scale Mechanic	20.80
23890 - Sheet-Metal Worker Maintenance	25.26
23910 - Small Engine Mechanic	20.46
23931 - Telecommunications Mechanic I	25.00
23932 - Telecommunications Mechanic II	26.32
23950 - Telephone Lineman	32.19
23960 - Welder Combination Maintenance	18.24

23965 - Well Driller		23.57
23970 - Woodcraft Worker		23.22
23980 - Woodworker		18.41
24000 - Personal Needs Occupations		
24550 - Case Manager		14.67
24570 - Child Care Attendant		10.13
24580 - Child Care Center Clerk		12.64
24610 - Chore Aide		9.89
24620 - Family Readiness And Support Services Coordinator		14.67
24630 - Homemaker		14.67
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.57
25040 - Sewage Plant Operator		20.31
25070 - Stationary Engineer		23.57
25190 - Ventilation Equipment Tender		16.97
25210 - Water Treatment Plant Operator		20.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.70
27007 - Baggage Inspector		10.99
27008 - Corrections Officer		15.11
27010 - Court Security Officer		15.70
27030 - Detection Dog Handler		12.44
27040 - Detention Officer		15.11
27070 - Firefighter		16.40
27101 - Guard I		10.99
27102 - Guard II		12.44
27131 - Police Officer I		19.13
27132 - Police Officer II		21.25
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.09
28042 - Carnival Equipment Repairer		10.57
28043 - Carnival Worker		8.26
28210 - Gate Attendant/Gate Tender		13.60
28310 - Lifeguard		12.02
28350 - Park Attendant (Aide)		15.10
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist		16.66
28630 - Sports Official		11.74
28690 - Swimming Pool Operator		19.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.46
29020 - Hatch Tender		20.46
29030 - Line Handler		20.46
29041 - Stevedore I		19.20
29042 - Stevedore II		21.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		20.26
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		17.30
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		33.92
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		18.43
30362 - Paralegal/Legal Assistant II		22.82
30363 - Paralegal/Legal Assistant III		27.92
30364 - Paralegal/Legal Assistant IV		33.78
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		20.51
30462 - Technical Writer II		25.09
30463 - Technical Writer III		30.35
30491 - Unexploded Ordnance (UXO) Technician I		25.35
30492 - Unexploded Ordnance (UXO) Technician II		30.67
30493 - Unexploded Ordnance (UXO) Technician III		36.76
30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) Sweep Personnel		25.35
30501 - Weather Forecaster I		27.30
30502 - Weather Forecaster II		33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		12.26
31030 - Bus Driver		17.16
31043 - Driver Courier		13.96
31260 - Parking and Lot Attendant		11.12
31290 - Shuttle Bus Driver		14.99

31310 - Taxi Driver	11.89
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.25
31363 - Truckdriver Heavy	16.70
31364 - Truckdriver Tractor-Trailer	16.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.97
99050 - Desk Clerk	10.08
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.79
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.14
99711 - Recycling Specialist	16.73
99730 - Refuse Collector	12.80
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	19.70
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4356
Revision No.: 13
Date Of Last Revision: 08/07/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Wirt Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.91
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.03
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.26
01042 - Customer Service Representative II		12.66
01043 - Customer Service Representative III		13.81
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.30
01070 - Document Preparation Clerk		13.57

01090 - Duplicating Machine Operator 13.57
01111 - General Clerk I 12.28
01112 - General Clerk II 13.40
01113 - General Clerk III 15.04
01120 - Housing Referral Assistant 19.00
01141 - Messenger Courier 11.06
01191 - Order Clerk I 12.57
01192 - Order Clerk II 13.80
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 25.94
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 15.23
01311 - Secretary I 15.23
01312 - Secretary II 17.04
01313 - Secretary III 19.00
01320 - Service Order Dispatcher 14.57
01410 - Supply Technician 21.03
01420 - Survey Worker 14.75
01460 - Switchboard Operator/Receptionist 12.02
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 13.79
01533 - Travel Clerk III 14.80
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 17.04
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 15.53
05010 - Automotive Electrician 14.72
05040 - Automotive Glass Installer 14.22
05070 - Automotive Worker 14.22
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.24
05160 - Motor Equipment Metal Worker 14.22
05190 - Motor Vehicle Mechanic 15.24
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.22
05310 - Painter Automotive 14.72
05340 - Radiator Repair Specialist 14.22
05370 - Tire Repairer 14.32
05400 - Transmission Repair Specialist 15.25
07000 - Food Preparation And Service Occupations
07010 - Baker 16.37
07041 - Cook I 11.45
07042 - Cook II 13.17
07070 - Dishwasher 10.05
07130 - Food Service Worker 10.70
07210 - Meat Cutter 14.06

07260 - Waiter/Waitress	9.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.72
09040 - Furniture Handler	14.01
09080 - Furniture Refinisher	20.72
09090 - Furniture Refinisher Helper	16.58
09110 - Furniture Repairer Minor	18.80
09130 - Upholsterer	20.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.51
11060 - Elevator Operator	10.51
11090 - Gardener	14.72
11122 - Housekeeping Aide	11.26
11150 - Janitor	11.26
11210 - Laborer Grounds Maintenance	11.33
11240 - Maid or Houseman	9.82
11260 - Pruner	10.27
11270 - Tractor Operator	13.62
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.80
12011 - Breath Alcohol Technician	17.80
12012 - Certified Occupational Therapist Assistant	24.42
12015 - Certified Physical Therapist Assistant	24.57
12020 - Dental Assistant	15.03
12025 - Dental Hygienist	26.96
12030 - EKG Technician	26.97
12035 - Electroneurodiagnostic Technologist	26.97
12040 - Emergency Medical Technician	17.80
12071 - Licensed Practical Nurse I	15.91
12072 - Licensed Practical Nurse II	17.80
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	19.93
12160 - Medical Record Clerk	15.14
12190 - Medical Record Technician	18.15
12195 - Medical Transcriptionist	15.91
12210 - Nuclear Medicine Technologist	39.11
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.22
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	17.80
12236 - Optical Technician	15.91
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	26.97
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.19

12313 - Registered Nurse II Specialist		28.19
12314 - Registered Nurse III		34.11
12315 - Registered Nurse III Anesthetist		34.11
12316 - Registered Nurse IV		40.88
12317 - Scheduler (Drug and Alcohol Testing)		22.05
12320 - Substance Abuse Treatment Counselor		21.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.38
13012 - Exhibits Specialist II		20.29
13013 - Exhibits Specialist III		24.81
13041 - Illustrator I		16.38
13042 - Illustrator II		20.29
13043 - Illustrator III		24.81
13047 - Librarian		22.47
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		20.29
13058 - Library Technician		16.38
13061 - Media Specialist I		14.64
13062 - Media Specialist II		16.38
13063 - Media Specialist III		18.26
13071 - Photographer I		14.64
13072 - Photographer II		16.38
13073 - Photographer III		20.29
13074 - Photographer IV		24.81
13075 - Photographer V		30.02
13090 - Technical Order Library Clerk		16.38
13110 - Video Teleconference Technician		14.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		24.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.18
15020 - Aircrew Training Devices Instructor (Rated)		36.51
15030 - Air Crew Training Devices Instructor (Pilot)		43.76
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		28.93

15070 - Flight Instructor (Pilot) 43.76
15080 - Graphic Artist 20.57
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.76
15086 - Maintenance Test Pilot Rotary Wing 43.76
15088 - Non-Maintenance Test/Co-Pilot 43.76
15090 - Technical Instructor 23.08
15095 - Technical Instructor/Course Developer 28.76
15110 - Test Proctor 19.38
15120 - Tutor 19.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.78
19040 - Tool And Die Maker 25.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.83
21030 - Material Coordinator 25.94
21040 - Material Expediter 25.94
21050 - Material Handling Laborer 12.82
21071 - Order Filler 11.85
21080 - Production Line Worker (Food Processing) 16.83
21110 - Shipping Packer 15.25
21130 - Shipping/Receiving Clerk 15.25
21140 - Store Worker I 13.37
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 16.83
21410 - Warehouse Specialist 16.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.26
23019 - Aircraft Logs and Records Technician 20.16
23021 - Aircraft Mechanic I 24.00
23022 - Aircraft Mechanic II 25.26
23023 - Aircraft Mechanic III 26.35
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.68
23060 - Aircraft Servicer 20.16
23070 - Aircraft Survival Flight Equipment Technician 22.68
23080 - Aircraft Worker 21.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.49

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.00
23110 - Appliance Mechanic 21.78
23120 - Bicycle Repairer 17.48
23125 - Cable Splicer 24.87
23130 - Carpenter Maintenance 17.39
23140 - Carpet Layer 20.46
23160 - Electrician Maintenance 25.00
23181 - Electronics Technician Maintenance I 20.46
23182 - Electronics Technician Maintenance II 22.68
23183 - Electronics Technician Maintenance III 23.79
23260 - Fabric Worker 19.20
23290 - Fire Alarm System Mechanic 22.85
23310 - Fire Extinguisher Repairer 18.34
23311 - Fuel Distribution System Mechanic 23.57
23312 - Fuel Distribution System Operator 18.41
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 24.00
23381 - Ground Support Equipment Servicer 20.16
23382 - Ground Support Equipment Worker 21.49
23391 - Gunsmith I 18.15
23392 - Gunsmith II 20.80
23393 - Gunsmith III 23.22
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.08
23430 - Heavy Equipment Mechanic 21.59
23440 - Heavy Equipment Operator 18.13
23460 - Instrument Mechanic 23.78
23465 - Laboratory/Shelter Mechanic 22.14
23470 - Laborer 12.82
23510 - Locksmith 21.78
23530 - Machinery Maintenance Mechanic 26.70
23550 - Machinist Maintenance 22.85
23580 - Maintenance Trades Helper 15.66
23591 - Metrology Technician I 23.78
23592 - Metrology Technician II 24.85
23593 - Metrology Technician III 25.87
23640 - Millwright 23.57
23710 - Office Appliance Repairer 19.02
23760 - Painter Maintenance 20.72
23790 - Pipefitter Maintenance 23.62
23810 - Plumber Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 23.22
23850 - Rigger 23.57
23870 - Scale Mechanic 20.80
23890 - Sheet-Metal Worker Maintenance 25.26
23910 - Small Engine Mechanic 20.46
23931 - Telecommunications Mechanic I 25.00

23932 - Telecommunications Mechanic II	26.32
23950 - Telephone Lineman	32.19
23960 - Welder Combination Maintenance	18.24
23965 - Well Driller	23.57
23970 - Woodcraft Worker	23.22
23980 - Woodworker	18.41
24000 - Personal Needs Occupations	
24550 - Case Manager	14.67
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	12.64
24610 - Chore Aide	9.89
24620 - Family Readiness And Support Services Coordinator	14.67
24630 - Homemaker	14.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	20.31
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant Operator	20.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.70
27007 - Baggage Inspector	10.99
27008 - Corrections Officer	15.11
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	15.11
27070 - Firefighter	16.40
27101 - Guard I	10.99
27102 - Guard II	12.44
27131 - Police Officer I	19.13
27132 - Police Officer II	21.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.09
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Worker	8.26
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	12.02
28350 - Park Attendant (Aide)	15.10
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.66
28630 - Sports Official	11.74
28690 - Swimming Pool Operator	19.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.46
29020 - Hatch Tender	20.46
29030 - Line Handler	20.46
29041 - Stevedore I	19.20
29042 - Stevedore II	21.78
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 20.26
30051 - Cryogenic Technician I 21.59
30052 - Cryogenic Technician II 23.85
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 17.30
30095 - Evidence Control Specialist 19.49
30210 - Laboratory Technician 33.92
30221 - Latent Fingerprint Technician I 21.59
30222 - Latent Fingerprint Technician II 23.85
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 18.43
30362 - Paralegal/Legal Assistant II 22.82
30363 - Paralegal/Legal Assistant III 27.92
30364 - Paralegal/Legal Assistant IV 33.78
30375 - Petroleum Supply Specialist 23.85
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 23.85
30461 - Technical Writer I 20.51
30462 - Technical Writer II 25.09
30463 - Technical Writer III 30.35
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.30
30502 - Weather Forecaster II 33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 12.26
31030 - Bus Driver 17.16

31043 - Driver Courier	13.96
31260 - Parking and Lot Attendant	11.12
31290 - Shuttle Bus Driver	14.99
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	15.09
31362 - Truckdriver Medium	16.25
31363 - Truckdriver Heavy	16.70
31364 - Truckdriver Tractor-Trailer	16.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.97
99050 - Desk Clerk	10.08
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	25.79
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	14.14
99711 - Recycling Specialist	16.73
99730 - Refuse Collector	12.80
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	19.70
99831 - Surveying Aide	12.19
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4357
Revision No.: 15
Date Of Last Revision: 04/16/2021

Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.14
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		14.73
01052 - Data Entry Operator II		16.71
01060 - Dispatcher Motor Vehicle		18.06
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		12.71
01112 - General Clerk II		14.59

01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 10.42
01191 - Order Clerk I 14.23
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 17.15
01262 - Personnel Assistant (Employment) II 19.19
01263 - Personnel Assistant (Employment) III 21.39
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 26.14
01420 - Survey Worker 16.54
01460 - Switchboard Operator/Receptionist 14.10
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 12.90
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.32
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 11.74
07042 - Cook II 13.27
07070 - Dishwasher 10.09
07130 - Food Service Worker 10.65
07210 - Meat Cutter 13.98
07260 - Waiter/Waitress 9.98
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.01

09040 - Furniture Handler 15.27
09080 - Furniture Refinisher 20.90
09090 - Furniture Refinisher Helper 16.81
09110 - Furniture Repairer Minor 18.72
09130 - Upholsterer 20.01
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 12.47
11090 - Gardener 16.40
11122 - Housekeeping Aide 13.61
11150 - Janitor 13.61
11210 - Laborer Grounds Maintenance 13.31
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.31
11360 - Window Cleaner 13.78
12000 - Health Occupations
12010 - Ambulance Driver 16.81
12011 - Breath Alcohol Technician 18.84
12012 - Certified Occupational Therapist Assistant 25.84
12015 - Certified Physical Therapist Assistant 26.57
12020 - Dental Assistant 16.73
12025 - Dental Hygienist 28.36
12030 - EKG Technician 26.65
12035 - Electroneurodiagnostic Technologist 26.65
12040 - Emergency Medical Technician 16.81
12071 - Licensed Practical Nurse I 16.84
12072 - Licensed Practical Nurse II 18.84
12073 - Licensed Practical Nurse III 20.99
12100 - Medical Assistant 15.11
12130 - Medical Laboratory Technician 24.08
12160 - Medical Record Clerk 17.09
12190 - Medical Record Technician 19.48
12195 - Medical Transcriptionist 16.84
12210 - Nuclear Medicine Technologist 40.05
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 18.84
12236 - Optical Technician 16.84
12250 - Pharmacy Technician 13.93
12280 - Phlebotomist 16.84
12305 - Radiologic Technologist 26.78
12311 - Registered Nurse I 24.22
12312 - Registered Nurse II 29.62
12313 - Registered Nurse II Specialist 29.62
12314 - Registered Nurse III 35.84
12315 - Registered Nurse III Anesthetist 35.84

12316 - Registered Nurse IV		42.95
12317 - Scheduler (Drug and Alcohol Testing)		23.33
12320 - Substance Abuse Treatment Counselor		22.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.66
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.40
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		26.10
13075 - Photographer V		31.58
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.49
14042 - Computer Operator II		19.57
14043 - Computer Operator III		21.82
14044 - Computer Operator IV		24.26
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.49
14160 - Personal Computer Support Technician		24.26
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.29
15020 - Aircrew Training Devices Instructor (Rated)		31.81
15030 - Air Crew Training Devices Instructor (Pilot)		37.86
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		37.86
15080 - Graphic Artist		30.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.86

15086 - Maintenance Test Pilot Rotary Wing 37.86
15088 - Non-Maintenance Test/Co-Pilot 37.86
15090 - Technical Instructor 25.76
15095 - Technical Instructor/Course Developer 31.52
15110 - Test Proctor 20.80
15120 - Tutor 20.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.68
16030 - Counter Attendant 10.68
16040 - Dry Cleaner 13.33
16070 - Finisher Flatwork Machine 10.68
16090 - Presser Hand 10.68
16110 - Presser Machine Drycleaning 10.68
16130 - Presser Machine Shirts 10.68
16160 - Presser Machine Wearing Apparel Laundry 10.68
16190 - Sewing Machine Operator 14.19
16220 - Tailor 15.07
16250 - Washer Machine 11.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.15
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 18.10
21071 - Order Filler 16.81
21080 - Production Line Worker (Food Processing) 23.15
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 15.62
21150 - Stock Clerk 19.81
21210 - Tools And Parts Attendant 23.15
21410 - Warehouse Specialist 23.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 23.75
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.68
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 21.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.75
23110 - Appliance Mechanic 22.69

23120 - Bicycle Repairer	19.03
23125 - Cable Splicer	26.97
23130 - Carpenter Maintenance	26.08
23140 - Carpet Layer	21.50
23160 - Electrician Maintenance	28.80
23181 - Electronics Technician Maintenance I	22.36
23182 - Electronics Technician Maintenance II	23.56
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	19.03
23311 - Fuel Distribution System Mechanic	24.92
23312 - Fuel Distribution System Operator	20.34
23370 - General Maintenance Worker	21.55
23380 - Ground Support Equipment Mechanic	23.75
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	21.50
23391 - Gunsmith I	19.03
23392 - Gunsmith II	21.50
23393 - Gunsmith III	23.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.33
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	24.70
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	22.69
23470 - Laborer	14.78
23510 - Locksmith	22.69
23530 - Machinery Maintenance Mechanic	28.68
23550 - Machinist Maintenance	23.91
23580 - Maintenance Trades Helper	17.24
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.61
23593 - Metrology Technician III	25.68
23640 - Millwright	25.25
23710 - Office Appliance Repairer	22.69
23760 - Painter Maintenance	22.69
23790 - Pipefitter Maintenance	34.47
23810 - Plumber Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	21.50
23890 - Sheet-Metal Worker Maintenance	25.78
23910 - Small Engine Mechanic	21.50
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.04
23950 - Telephone Lineman	23.75
23960 - Welder Combination Maintenance	20.56

23965 - Well Driller		23.75
23970 - Woodcraft Worker		23.75
23980 - Woodworker		19.03
24000 - Personal Needs Occupations		
24550 - Case Manager		14.88
24570 - Child Care Attendant		11.07
24580 - Child Care Center Clerk		13.80
24610 - Chore Aide		11.17
24620 - Family Readiness And Support Services Coordinator		14.88
24630 - Homemaker		14.88
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.99
25040 - Sewage Plant Operator		20.44
25070 - Stationary Engineer		24.99
25190 - Ventilation Equipment Tender		17.79
25210 - Water Treatment Plant Operator		20.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.84
27007 - Baggage Inspector		11.59
27008 - Corrections Officer		22.94
27010 - Court Security Officer		22.94
27030 - Detection Dog Handler		14.84
27040 - Detention Officer		22.94
27070 - Firefighter		22.94
27101 - Guard I		11.59
27102 - Guard II		14.84
27131 - Police Officer I		24.82
27132 - Police Officer II		26.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.34
28042 - Carnival Equipment Repairer		13.87
28043 - Carnival Worker		11.36
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		15.72
28510 - Recreation Aide/Health Facility Attendant		11.47
28515 - Recreation Specialist		19.48
28630 - Sports Official		12.52
28690 - Swimming Pool Operator		19.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.03
29020 - Hatch Tender		26.03
29030 - Line Handler		26.03
29041 - Stevedore I		24.60
29042 - Stevedore II		27.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.49
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.60
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.50

30021 - Archeological Technician I		18.57
30022 - Archeological Technician II		20.78
30023 - Archeological Technician III		25.74
30030 - Cartographic Technician		25.74
30040 - Civil Engineering Technician		25.74
30051 - Cryogenic Technician I		28.50
30052 - Cryogenic Technician II		31.48
30061 - Drafter/CAD Operator I		18.57
30062 - Drafter/CAD Operator II		20.78
30063 - Drafter/CAD Operator III		23.15
30064 - Drafter/CAD Operator IV		28.50
30081 - Engineering Technician I		16.54
30082 - Engineering Technician II		18.57
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.74
30085 - Engineering Technician V		31.48
30086 - Engineering Technician VI		38.08
30090 - Environmental Technician		25.74
30095 - Evidence Control Specialist		25.74
30210 - Laboratory Technician		28.02
30221 - Latent Fingerprint Technician I		28.50
30222 - Latent Fingerprint Technician II		31.48
30240 - Mathematical Technician		25.74
30361 - Paralegal/Legal Assistant I		20.19
30362 - Paralegal/Legal Assistant II		25.01
30363 - Paralegal/Legal Assistant III		30.59
30364 - Paralegal/Legal Assistant IV		36.92
30375 - Petroleum Supply Specialist		31.48
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		31.48
30461 - Technical Writer I		25.74
30462 - Technical Writer II		31.09
30463 - Technical Writer III		36.74
30491 - Unexploded Ordnance (UXO) Technician I		26.36
30492 - Unexploded Ordnance (UXO) Technician II		31.90
30493 - Unexploded Ordnance (UXO) Technician III		38.23
30494 - Unexploded (UXO) Safety Escort		26.36
30495 - Unexploded (UXO) Sweep Personnel		26.36
30501 - Weather Forecaster I		28.50
30502 - Weather Forecaster II		34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer Senior	(see 2)	25.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.90
31020 - Bus Aide		15.27
31030 - Bus Driver		20.09
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		13.96
31290 - Shuttle Bus Driver		14.65

31310 - Taxi Driver	12.01
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	10.58
99050 - Desk Clerk	10.30
99095 - Embalmer	27.76
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	21.18
99252 - Laboratory Animal Caretaker II	22.67
99260 - Marketing Analyst	24.67
99310 - Mortician	27.76
99410 - Pest Controller	24.19
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	21.26
99730 - Refuse Collector	17.07
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	20.81
99831 - Surveying Aide	11.41
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	21.18
99841 - Vending Machine Repairer	25.62
99842 - Vending Machine Repairer Helper	21.18

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4358
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		24.86
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		10.88
01042 - Customer Service Representative II		12.23
01043 - Customer Service Representative III		13.35
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		15.19
01060 - Dispatcher Motor Vehicle		18.06
01070 - Document Preparation Clerk		12.44

01090 - Duplicating Machine Operator 12.44
01111 - General Clerk I 12.61
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.31
01141 - Messenger Courier 10.42
01191 - Order Clerk I 14.23
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 17.15
01262 - Personnel Assistant (Employment) II 19.19
01263 - Personnel Assistant (Employment) III 21.39
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 15.53
01300 - Scheduler Maintenance 15.48
01311 - Secretary I 15.48
01312 - Secretary II 17.32
01313 - Secretary III 19.31
01320 - Service Order Dispatcher 17.00
01410 - Supply Technician 24.86
01420 - Survey Worker 16.54
01460 - Switchboard Operator/Receptionist 13.10
01531 - Travel Clerk I 12.61
01532 - Travel Clerk II 13.54
01533 - Travel Clerk III 14.52
01611 - Word Processor I 12.90
01612 - Word Processor II 15.53
01613 - Word Processor III 17.37
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.32
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.70
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.70
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 11.71
07042 - Cook II 13.23
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.05
07210 - Meat Cutter 13.98

07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.19
09040 - Furniture Handler	13.88
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28
09110 - Furniture Repairer Minor	17.02
09130 - Upholsterer	18.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	12.12
11090 - Gardener	14.96
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.78
12000 - Health Occupations	
12010 - Ambulance Driver	16.81
12011 - Breath Alcohol Technician	18.84
12012 - Certified Occupational Therapist Assistant	25.84
12015 - Certified Physical Therapist Assistant	26.57
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.18
12030 - EKG Technician	24.23
12035 - Electroneurodiagnostic Technologist	24.23
12040 - Emergency Medical Technician	16.81
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	20.99
12100 - Medical Assistant	15.11
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	18.84
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	40.05
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	18.84
12236 - Optical Technician	16.84
12250 - Pharmacy Technician	13.12
12280 - Phlebotomist	16.84
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	24.22
12312 - Registered Nurse II	29.62

12313 - Registered Nurse II Specialist		29.62
12314 - Registered Nurse III		35.84
12315 - Registered Nurse III Anesthetist		35.84
12316 - Registered Nurse IV		42.95
12317 - Scheduler (Drug and Alcohol Testing)		23.33
12320 - Substance Abuse Treatment Counselor		22.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		26.32
13047 - Librarian		24.59
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		20.34
13058 - Library Technician		16.06
13061 - Media Specialist I		16.02
13062 - Media Specialist II		17.92
13063 - Media Specialist III		19.99
13071 - Photographer I		15.40
13072 - Photographer II		18.25
13073 - Photographer III		21.51
13074 - Photographer IV		26.10
13075 - Photographer V		31.58
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		26.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.29
15020 - Aircrew Training Devices Instructor (Rated)		31.81
15030 - Air Crew Training Devices Instructor (Pilot)		37.86
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		29.84

15070 - Flight Instructor (Pilot) 37.86
15080 - Graphic Artist 27.37
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.86
15086 - Maintenance Test Pilot Rotary Wing 37.86
15088 - Non-Maintenance Test/Co-Pilot 37.86
15090 - Technical Instructor 23.42
15095 - Technical Instructor/Course Developer 28.65
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 26.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.15
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 23.15
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.46
21150 - Stock Clerk 19.61
21210 - Tools And Parts Attendant 23.15
21410 - Warehouse Specialist 23.15
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.89
23021 - Aircraft Mechanic I 23.23
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.12
23040 - Aircraft Mechanic Helper 17.82
23050 - Aircraft Painter 22.20
23060 - Aircraft Servicer 19.89
23070 - Aircraft Survival Flight Equipment Technician 22.20
23080 - Aircraft Worker 21.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.23
23110 - Appliance Mechanic 22.20
23120 - Bicycle Repairer 18.64
23125 - Cable Splicer 26.97
23130 - Carpenter Maintenance 26.08
23140 - Carpet Layer 21.07
23160 - Electrician Maintenance 28.80
23181 - Electronics Technician Maintenance I 22.36
23182 - Electronics Technician Maintenance II 23.56
23183 - Electronics Technician Maintenance III 24.66
23260 - Fabric Worker 19.89
23290 - Fire Alarm System Mechanic 23.23
23310 - Fire Extinguisher Repairer 18.64
23311 - Fuel Distribution System Mechanic 24.92
23312 - Fuel Distribution System Operator 20.34
23370 - General Maintenance Worker 19.59
23380 - Ground Support Equipment Mechanic 23.23
23381 - Ground Support Equipment Servicer 19.89
23382 - Ground Support Equipment Worker 21.07
23391 - Gunsmith I 18.64
23392 - Gunsmith II 21.07
23393 - Gunsmith III 23.23
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.69
23430 - Heavy Equipment Mechanic 23.23
23440 - Heavy Equipment Operator 24.70
23460 - Instrument Mechanic 23.23
23465 - Laboratory/Shelter Mechanic 22.20
23470 - Laborer 14.78
23510 - Locksmith 22.20
23530 - Machinery Maintenance Mechanic 26.96
23550 - Machinist Maintenance 21.74
23580 - Maintenance Trades Helper 17.24
23591 - Metrology Technician I 23.23
23592 - Metrology Technician II 24.11
23593 - Metrology Technician III 25.19
23640 - Millwright 25.25
23710 - Office Appliance Repairer 22.20
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 34.47
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 23.23
23850 - Rigger 23.23
23870 - Scale Mechanic 21.07
23890 - Sheet-Metal Worker Maintenance 25.78
23910 - Small Engine Mechanic 21.07
23931 - Telecommunications Mechanic I 26.10

23932 - Telecommunications Mechanic II 27.04
23950 - Telephone Lineman 23.55
23960 - Welder Combination Maintenance 20.56
23965 - Well Driller 23.23
23970 - Woodcraft Worker 23.23
23980 - Woodworker 18.64
24000 - Personal Needs Occupations
24550 - Case Manager 14.60
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 13.34
24610 - Chore Aide 11.17
24620 - Family Readiness And Support Services Coordinator 14.60
24630 - Homemaker 14.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.99
25040 - Sewage Plant Operator 20.44
25070 - Stationary Engineer 24.99
25190 - Ventilation Equipment Tender 17.79
25210 - Water Treatment Plant Operator 20.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.84
27007 - Baggage Inspector 11.12
27008 - Corrections Officer 22.94
27010 - Court Security Officer 22.94
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 22.94
27070 - Firefighter 22.94
27101 - Guard I 11.12
27102 - Guard II 14.84
27131 - Police Officer I 24.82
27132 - Police Officer II 26.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.34
28042 - Carnival Equipment Repairer 13.87
28043 - Carnival Worker 11.36
28210 - Gate Attendant/Gate Tender 13.83
28310 - Lifeguard 12.27
28350 - Park Attendant (Aide) 15.47
28510 - Recreation Aide/Health Facility Attendant 11.29
28515 - Recreation Specialist 19.08
28630 - Sports Official 12.32
28690 - Swimming Pool Operator 19.82
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.03
29020 - Hatch Tender 26.03
29030 - Line Handler 26.03
29041 - Stevedore I 24.60
29042 - Stevedore II 27.24
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.32
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.19
30021 - Archeological Technician I 18.57
30022 - Archeological Technician II 20.78
30023 - Archeological Technician III 25.74
30030 - Cartographic Technician 25.74
30040 - Civil Engineering Technician 25.74
30051 - Cryogenic Technician I 28.50
30052 - Cryogenic Technician II 31.48
30061 - Drafter/CAD Operator I 18.57
30062 - Drafter/CAD Operator II 20.78
30063 - Drafter/CAD Operator III 23.15
30064 - Drafter/CAD Operator IV 28.50
30081 - Engineering Technician I 16.54
30082 - Engineering Technician II 18.57
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 25.74
30085 - Engineering Technician V 31.48
30086 - Engineering Technician VI 38.08
30090 - Environmental Technician 25.74
30095 - Evidence Control Specialist 25.74
30210 - Laboratory Technician 25.47
30221 - Latent Fingerprint Technician I 28.50
30222 - Latent Fingerprint Technician II 31.48
30240 - Mathematical Technician 25.74
30361 - Paralegal/Legal Assistant I 20.19
30362 - Paralegal/Legal Assistant II 25.01
30363 - Paralegal/Legal Assistant III 30.59
30364 - Paralegal/Legal Assistant IV 36.92
30375 - Petroleum Supply Specialist 31.48
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 31.48
30461 - Technical Writer I 25.74
30462 - Technical Writer II 31.09
30463 - Technical Writer III 36.74
30491 - Unexploded Ordnance (UXO) Technician I 26.10
30492 - Unexploded Ordnance (UXO) Technician II 31.58
30493 - Unexploded Ordnance (UXO) Technician III 37.85
30494 - Unexploded (UXO) Safety Escort 26.10
30495 - Unexploded (UXO) Sweep Personnel 26.10
30501 - Weather Forecaster I 28.50
30502 - Weather Forecaster II 34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.15
30621 - Weather Observer Senior (see 2) 25.74
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.58
31020 - Bus Aide 15.27
31030 - Bus Driver 20.09

31043 - Driver Courier	13.74
31260 - Parking and Lot Attendant	13.96
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	14.65
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	10.00
99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	24.67
99310 - Mortician	27.76
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	13.72
99710 - Recycling Laborer	18.46
99711 - Recycling Specialist	21.26
99730 - Refuse Collector	17.07
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	16.52
99830 - Survey Party Chief	20.61
99831 - Surveying Aide	11.30
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	20.97
99841 - Vending Machine Repairer	25.36
99842 - Vending Machine Repairer Helper	20.97

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4359
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Brooke Hancock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		26.14
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.45
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		14.36
01052 - Data Entry Operator II		15.65
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		12.15
01090 - Duplicating Machine Operator		12.15
01111 - General Clerk I		12.71
01112 - General Clerk II		13.87

01113 - General Clerk III 15.58
01120 - Housing Referral Assistant 17.01
01141 - Messenger Courier 10.02
01191 - Order Clerk I 12.29
01192 - Order Clerk II 14.61
01261 - Personnel Assistant (Employment) I 17.15
01262 - Personnel Assistant (Employment) II 19.19
01263 - Personnel Assistant (Employment) III 21.39
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 13.19
01300 - Scheduler Maintenance 13.64
01311 - Secretary I 13.64
01312 - Secretary II 15.27
01313 - Secretary III 17.01
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 26.14
01420 - Survey Worker 14.78
01460 - Switchboard Operator/Receptionist 13.39
01531 - Travel Clerk I 13.15
01532 - Travel Clerk II 14.07
01533 - Travel Clerk III 15.15
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 16.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.44
05010 - Automotive Electrician 15.81
05040 - Automotive Glass Installer 14.98
05070 - Automotive Worker 14.98
05110 - Mobile Equipment Servicer 13.26
05130 - Motor Equipment Metal Mechanic 16.55
05160 - Motor Equipment Metal Worker 14.98
05190 - Motor Vehicle Mechanic 16.55
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 14.15
05280 - Motor Vehicle Wrecker 14.98
05310 - Painter Automotive 15.81
05340 - Radiator Repair Specialist 14.98
05370 - Tire Repairer 13.26
05400 - Transmission Repair Specialist 16.55
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 11.74
07042 - Cook II 13.27
07070 - Dishwasher 10.09
07130 - Food Service Worker 10.65
07210 - Meat Cutter 13.98
07260 - Waiter/Waitress 9.98
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.87

09040 - Furniture Handler 14.01
09080 - Furniture Refinisher 19.59
09090 - Furniture Refinisher Helper 15.84
09110 - Furniture Repairer Minor 17.94
09130 - Upholsterer 19.59
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.74
11060 - Elevator Operator 11.74
11090 - Gardener 16.40
11122 - Housekeeping Aide 12.47
11150 - Janitor 12.47
11210 - Laborer Grounds Maintenance 13.31
11240 - Maid or Houseman 10.96
11260 - Pruner 12.30
11270 - Tractor Operator 15.32
11330 - Trail Maintenance Worker 13.31
11360 - Window Cleaner 13.49
12000 - Health Occupations
12010 - Ambulance Driver 15.71
12011 - Breath Alcohol Technician 18.84
12012 - Certified Occupational Therapist Assistant 25.84
12015 - Certified Physical Therapist Assistant 26.57
12020 - Dental Assistant 16.73
12025 - Dental Hygienist 28.36
12030 - EKG Technician 23.32
12035 - Electroneurodiagnostic Technologist 23.32
12040 - Emergency Medical Technician 15.71
12071 - Licensed Practical Nurse I 16.84
12072 - Licensed Practical Nurse II 18.84
12073 - Licensed Practical Nurse III 20.99
12100 - Medical Assistant 15.11
12130 - Medical Laboratory Technician 24.08
12160 - Medical Record Clerk 15.10
12190 - Medical Record Technician 18.59
12195 - Medical Transcriptionist 16.84
12210 - Nuclear Medicine Technologist 41.39
12221 - Nursing Assistant I 11.70
12222 - Nursing Assistant II 13.16
12223 - Nursing Assistant III 14.35
12224 - Nursing Assistant IV 16.11
12235 - Optical Dispenser 18.84
12236 - Optical Technician 16.84
12250 - Pharmacy Technician 13.93
12280 - Phlebotomist 15.81
12305 - Radiologic Technologist 26.19
12311 - Registered Nurse I 24.22
12312 - Registered Nurse II 29.62
12313 - Registered Nurse II Specialist 29.62
12314 - Registered Nurse III 35.84
12315 - Registered Nurse III Anesthetist 35.84

12316 - Registered Nurse IV		42.95
12317 - Scheduler (Drug and Alcohol Testing)		23.33
12320 - Substance Abuse Treatment Counselor		22.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.91
13012 - Exhibits Specialist II		18.47
13013 - Exhibits Specialist III		22.60
13041 - Illustrator I		14.91
13042 - Illustrator II		18.47
13043 - Illustrator III		22.60
13047 - Librarian		20.46
13050 - Library Aide/Clerk		11.32
13054 - Library Information Technology Systems Administrator		18.47
13058 - Library Technician		14.91
13061 - Media Specialist I		13.34
13062 - Media Specialist II		14.91
13063 - Media Specialist III		16.62
13071 - Photographer I		15.40
13072 - Photographer II		17.23
13073 - Photographer III		21.34
13074 - Photographer IV		26.10
13075 - Photographer V		31.58
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.09
14042 - Computer Operator II		18.01
14043 - Computer Operator III		20.08
14044 - Computer Operator IV		22.31
14045 - Computer Operator V		24.70
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.09
14160 - Personal Computer Support Technician		22.67
14170 - System Support Specialist		27.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		25.37
15070 - Flight Instructor (Pilot)		41.00
15080 - Graphic Artist		26.51
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.28

15086 - Maintenance Test Pilot Rotary Wing 38.28
15088 - Non-Maintenance Test/Co-Pilot 38.28
15090 - Technical Instructor 25.76
15095 - Technical Instructor/Course Developer 31.52
15110 - Test Proctor 20.80
15120 - Tutor 20.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.68
16030 - Counter Attendant 10.68
16040 - Dry Cleaner 13.33
16070 - Finisher Flatwork Machine 10.68
16090 - Presser Hand 10.68
16110 - Presser Machine Drycleaning 10.68
16130 - Presser Machine Shirts 10.68
16160 - Presser Machine Wearing Apparel Laundry 10.68
16190 - Sewing Machine Operator 14.19
16220 - Tailor 15.07
16250 - Washer Machine 11.56
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.69
19040 - Tool And Die Maker 26.71
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.40
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 13.50
21071 - Order Filler 14.54
21080 - Production Line Worker (Food Processing) 22.40
21110 - Shipping Packer 16.13
21130 - Shipping/Receiving Clerk 16.13
21140 - Store Worker I 15.62
21150 - Stock Clerk 19.81
21210 - Tools And Parts Attendant 22.40
21410 - Warehouse Specialist 22.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.61
23019 - Aircraft Logs and Records Technician 20.30
23021 - Aircraft Mechanic I 23.75
23022 - Aircraft Mechanic II 24.61
23023 - Aircraft Mechanic III 25.68
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.69
23060 - Aircraft Servicer 20.30
23070 - Aircraft Survival Flight Equipment Technician 22.69
23080 - Aircraft Worker 21.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.75
23110 - Appliance Mechanic 22.69

23120 - Bicycle Repairer	19.03
23125 - Cable Splicer	24.87
23130 - Carpenter Maintenance	25.51
23140 - Carpet Layer	21.50
23160 - Electrician Maintenance	28.80
23181 - Electronics Technician Maintenance I	21.50
23182 - Electronics Technician Maintenance II	23.56
23183 - Electronics Technician Maintenance III	24.66
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.75
23310 - Fire Extinguisher Repairer	19.03
23311 - Fuel Distribution System Mechanic	24.92
23312 - Fuel Distribution System Operator	20.02
23370 - General Maintenance Worker	19.64
23380 - Ground Support Equipment Mechanic	23.75
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	19.03
23392 - Gunsmith II	21.50
23393 - Gunsmith III	23.75
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.33
23430 - Heavy Equipment Mechanic	23.75
23440 - Heavy Equipment Operator	23.83
23460 - Instrument Mechanic	23.75
23465 - Laboratory/Shelter Mechanic	22.69
23470 - Laborer	13.50
23510 - Locksmith	22.69
23530 - Machinery Maintenance Mechanic	28.68
23550 - Machinist Maintenance	23.08
23580 - Maintenance Trades Helper	15.92
23591 - Metrology Technician I	23.75
23592 - Metrology Technician II	24.61
23593 - Metrology Technician III	25.68
23640 - Millwright	23.23
23710 - Office Appliance Repairer	22.69
23760 - Painter Maintenance	22.69
23790 - Pipefitter Maintenance	33.39
23810 - Plumber Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	23.75
23850 - Rigger	23.75
23870 - Scale Mechanic	21.50
23890 - Sheet-Metal Worker Maintenance	23.75
23910 - Small Engine Mechanic	21.50
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.04
23950 - Telephone Lineman	24.18
23960 - Welder Combination Maintenance	19.94

23965 - Well Driller		23.75
23970 - Woodcraft Worker		23.75
23980 - Woodworker		19.03
24000 - Personal Needs Occupations		
24550 - Case Manager		14.88
24570 - Child Care Attendant		11.07
24580 - Child Care Center Clerk		13.80
24610 - Chore Aide		11.10
24620 - Family Readiness And Support Services Coordinator		14.88
24630 - Homemaker		14.88
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.75
25040 - Sewage Plant Operator		19.03
25070 - Stationary Engineer		23.75
25190 - Ventilation Equipment Tender		17.42
25210 - Water Treatment Plant Operator		19.03
27000 - Protective Service Occupations		
27004 - Alarm Monitor		12.44
27007 - Baggage Inspector		11.59
27008 - Corrections Officer		21.35
27010 - Court Security Officer		21.35
27030 - Detection Dog Handler		12.96
27040 - Detention Officer		21.35
27070 - Firefighter		21.35
27101 - Guard I		11.59
27102 - Guard II		12.96
27131 - Police Officer I		21.35
27132 - Police Officer II		23.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.43
28042 - Carnival Equipment Repairer		14.07
28043 - Carnival Worker		11.00
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard		12.52
28350 - Park Attendant (Aide)		15.72
28510 - Recreation Aide/Health Facility Attendant		11.47
28515 - Recreation Specialist		19.48
28630 - Sports Official		12.52
28690 - Swimming Pool Operator		17.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.90
29020 - Hatch Tender		22.90
29030 - Line Handler		22.90
29041 - Stevedore I		21.64
29042 - Stevedore II		24.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	41.49
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	28.60
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	31.50

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		24.52
30051 - Cryogenic Technician I		28.50
30052 - Cryogenic Technician II		31.48
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		28.50
30081 - Engineering Technician I		16.54
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		23.02
30095 - Evidence Control Specialist		25.79
30210 - Laboratory Technician		30.03
30221 - Latent Fingerprint Technician I		28.50
30222 - Latent Fingerprint Technician II		31.48
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		19.37
30362 - Paralegal/Legal Assistant II		23.55
30363 - Paralegal/Legal Assistant III		28.81
30364 - Paralegal/Legal Assistant IV		34.86
30375 - Petroleum Supply Specialist		31.55
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		31.55
30461 - Technical Writer I		24.83
30462 - Technical Writer II		30.36
30463 - Technical Writer III		36.74
30491 - Unexploded Ordnance (UXO) Technician I		26.36
30492 - Unexploded Ordnance (UXO) Technician II		31.90
30493 - Unexploded Ordnance (UXO) Technician III		38.23
30494 - Unexploded (UXO) Safety Escort		26.36
30495 - Unexploded (UXO) Sweep Personnel		26.36
30501 - Weather Forecaster I		28.50
30502 - Weather Forecaster II		34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.90
31020 - Bus Aide		13.61
31030 - Bus Driver		17.90
31043 - Driver Courier		12.72
31260 - Parking and Lot Attendant		12.61
31290 - Shuttle Bus Driver		13.70

31310 - Taxi Driver	11.58
31361 - Truckdriver Light	13.70
31362 - Truckdriver Medium	14.58
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	10.58
99050 - Desk Clerk	10.30
99095 - Embalmer	30.90
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	16.31
99252 - Laboratory Animal Caretaker II	17.57
99260 - Marketing Analyst	24.67
99310 - Mortician	30.90
99410 - Pest Controller	23.67
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	17.22
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	17.01
99810 - Sales Clerk	11.84
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	20.48
99831 - Surveying Aide	12.67
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	22.73
99842 - Vending Machine Repairer Helper	20.20

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4360
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Brooke Hancock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.54
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.86
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		10.88
01042 - Customer Service Representative II		12.23
01043 - Customer Service Representative III		13.35
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.23
01060 - Dispatcher Motor Vehicle		17.37
01070 - Document Preparation Clerk		12.15

01090 - Duplicating Machine Operator 12.15
01111 - General Clerk I 12.61
01112 - General Clerk II 13.76
01113 - General Clerk III 15.44
01120 - Housing Referral Assistant 17.01
01141 - Messenger Courier 10.02
01191 - Order Clerk I 12.29
01192 - Order Clerk II 14.61
01261 - Personnel Assistant (Employment) I 17.15
01262 - Personnel Assistant (Employment) II 19.19
01263 - Personnel Assistant (Employment) III 21.39
01270 - Production Control Clerk 24.45
01290 - Rental Clerk 11.99
01300 - Scheduler Maintenance 13.64
01311 - Secretary I 13.64
01312 - Secretary II 15.27
01313 - Secretary III 17.01
01320 - Service Order Dispatcher 15.96
01410 - Supply Technician 24.86
01420 - Survey Worker 14.78
01460 - Switchboard Operator/Receptionist 12.17
01531 - Travel Clerk I 12.77
01532 - Travel Clerk II 13.63
01533 - Travel Clerk III 14.53
01611 - Word Processor I 13.64
01612 - Word Processor II 15.31
01613 - Word Processor III 16.78
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 18.44
05010 - Automotive Electrician 14.72
05040 - Automotive Glass Installer 14.22
05070 - Automotive Worker 14.22
05110 - Mobile Equipment Servicer 13.17
05130 - Motor Equipment Metal Mechanic 15.31
05160 - Motor Equipment Metal Worker 14.22
05190 - Motor Vehicle Mechanic 15.31
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 13.72
05280 - Motor Vehicle Wrecker 14.22
05310 - Painter Automotive 14.72
05340 - Radiator Repair Specialist 14.22
05370 - Tire Repairer 12.55
05400 - Transmission Repair Specialist 15.31
07000 - Food Preparation And Service Occupations
07010 - Baker 12.56
07041 - Cook I 11.71
07042 - Cook II 13.23
07070 - Dishwasher 9.72
07130 - Food Service Worker 10.05
07210 - Meat Cutter 13.98

07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	12.74
09080 - Furniture Refinisher	17.81
09090 - Furniture Refinisher Helper	14.40
09110 - Furniture Repairer Minor	16.31
09130 - Upholsterer	17.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	10.67
11090 - Gardener	14.96
11122 - Housekeeping Aide	11.65
11150 - Janitor	11.65
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	10.13
11260 - Pruner	11.23
11270 - Tractor Operator	13.98
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.60
12000 - Health Occupations	
12010 - Ambulance Driver	15.71
12011 - Breath Alcohol Technician	18.84
12012 - Certified Occupational Therapist Assistant	25.84
12015 - Certified Physical Therapist Assistant	26.57
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.18
12030 - EKG Technician	21.20
12035 - Electroneurodiagnostic Technologist	21.20
12040 - Emergency Medical Technician	15.71
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	20.99
12100 - Medical Assistant	15.11
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	13.73
12190 - Medical Record Technician	16.90
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	41.39
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.11
12235 - Optical Dispenser	18.84
12236 - Optical Technician	16.84
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	15.76
12305 - Radiologic Technologist	23.81
12311 - Registered Nurse I	24.22
12312 - Registered Nurse II	29.62

12313 - Registered Nurse II Specialist		29.62
12314 - Registered Nurse III		35.84
12315 - Registered Nurse III Anesthetist		35.84
12316 - Registered Nurse IV		42.95
12317 - Scheduler (Drug and Alcohol Testing)		23.33
12320 - Substance Abuse Treatment Counselor		22.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.85
13012 - Exhibits Specialist II		18.41
13013 - Exhibits Specialist III		22.52
13041 - Illustrator I		14.85
13042 - Illustrator II		18.41
13043 - Illustrator III		22.52
13047 - Librarian		20.38
13050 - Library Aide/Clerk		10.29
13054 - Library Information Technology Systems Administrator		18.41
13058 - Library Technician		14.75
13061 - Media Specialist I		13.28
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.57
13071 - Photographer I		15.40
13072 - Photographer II		17.23
13073 - Photographer III		21.34
13074 - Photographer IV		26.10
13075 - Photographer V		31.58
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		13.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.27
14072 - Computer Programmer II	(see 1)	22.64
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		24.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.32
15020 - Aircrew Training Devices Instructor (Rated)		34.26
15030 - Air Crew Training Devices Instructor (Pilot)		41.00
15050 - Computer Based Training Specialist / Instructor		28.32
15060 - Educational Technologist		25.37

15070 - Flight Instructor (Pilot) 41.00
15080 - Graphic Artist 24.10
15085 - Maintenance Test Pilot Fixed Jet/Prop 38.28
15086 - Maintenance Test Pilot Rotary Wing 38.28
15088 - Non-Maintenance Test/Co-Pilot 38.28
15090 - Technical Instructor 23.42
15095 - Technical Instructor/Course Developer 28.65
15110 - Test Proctor 18.91
15120 - Tutor 18.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.35
16030 - Counter Attendant 10.35
16040 - Dry Cleaner 12.92
16070 - Finisher Flatwork Machine 10.35
16090 - Presser Hand 10.35
16110 - Presser Machine Drycleaning 10.35
16130 - Presser Machine Shirts 10.35
16160 - Presser Machine Wearing Apparel Laundry 10.35
16190 - Sewing Machine Operator 13.75
16220 - Tailor 14.60
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.20
19040 - Tool And Die Maker 26.14
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.40
21030 - Material Coordinator 24.45
21040 - Material Expediter 24.45
21050 - Material Handling Laborer 13.47
21071 - Order Filler 13.22
21080 - Production Line Worker (Food Processing) 22.40
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.46
21150 - Stock Clerk 19.61
21210 - Tools And Parts Attendant 22.40
21410 - Warehouse Specialist 22.40
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 24.07
23019 - Aircraft Logs and Records Technician 19.89
23021 - Aircraft Mechanic I 23.23
23022 - Aircraft Mechanic II 24.07
23023 - Aircraft Mechanic III 25.12
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft Painter 22.20
23060 - Aircraft Servicer 19.89
23070 - Aircraft Survival Flight Equipment Technician 22.20
23080 - Aircraft Worker 21.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 21.07

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23.23
23110 - Appliance Mechanic 22.20
23120 - Bicycle Repairer 18.62
23125 - Cable Splicer 24.87
23130 - Carpenter Maintenance 25.51
23140 - Carpet Layer 21.07
23160 - Electrician Maintenance 28.80
23181 - Electronics Technician Maintenance I 21.07
23182 - Electronics Technician Maintenance II 23.56
23183 - Electronics Technician Maintenance III 24.66
23260 - Fabric Worker 19.89
23290 - Fire Alarm System Mechanic 23.23
23310 - Fire Extinguisher Repairer 18.64
23311 - Fuel Distribution System Mechanic 24.92
23312 - Fuel Distribution System Operator 20.02
23370 - General Maintenance Worker 17.85
23380 - Ground Support Equipment Mechanic 23.23
23381 - Ground Support Equipment Servicer 19.89
23382 - Ground Support Equipment Worker 22.06
23391 - Gunsmith I 18.64
23392 - Gunsmith II 21.07
23393 - Gunsmith III 23.23
23410 - Heating Ventilation And Air-Conditioning Mechanic 18.87
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 19.55
23430 - Heavy Equipment Mechanic 23.23
23440 - Heavy Equipment Operator 23.83
23460 - Instrument Mechanic 23.23
23465 - Laboratory/Shelter Mechanic 22.20
23470 - Laborer 13.47
23510 - Locksmith 22.20
23530 - Machinery Maintenance Mechanic 26.96
23550 - Machinist Maintenance 20.98
23580 - Maintenance Trades Helper 15.92
23591 - Metrology Technician I 23.23
23592 - Metrology Technician II 24.07
23593 - Metrology Technician III 25.12
23640 - Millwright 23.23
23710 - Office Appliance Repairer 22.20
23760 - Painter Maintenance 22.20
23790 - Pipefitter Maintenance 33.39
23810 - Plumber Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 23.23
23850 - Rigger 23.23
23870 - Scale Mechanic 21.07
23890 - Sheet-Metal Worker Maintenance 23.23
23910 - Small Engine Mechanic 21.07
23931 - Telecommunications Mechanic I 26.10

23932 - Telecommunications Mechanic II 27.04
23950 - Telephone Lineman 24.18
23960 - Welder Combination Maintenance 19.94
23965 - Well Driller 23.23
23970 - Woodcraft Worker 23.23
23980 - Woodworker 18.64
24000 - Personal Needs Occupations
24550 - Case Manager 14.60
24570 - Child Care Attendant 10.70
24580 - Child Care Center Clerk 13.34
24610 - Chore Aide 11.10
24620 - Family Readiness And Support Services Coordinator 14.60
24630 - Homemaker 14.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.23
25040 - Sewage Plant Operator 18.69
25070 - Stationary Engineer 23.23
25190 - Ventilation Equipment Tender 17.42
25210 - Water Treatment Plant Operator 18.69
27000 - Protective Service Occupations
27004 - Alarm Monitor 12.44
27007 - Baggage Inspector 11.12
27008 - Corrections Officer 20.11
27010 - Court Security Officer 20.74
27030 - Detection Dog Handler 12.44
27040 - Detention Officer 20.11
27070 - Firefighter 20.74
27101 - Guard I 11.12
27102 - Guard II 12.44
27131 - Police Officer I 20.06
27132 - Police Officer II 22.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.43
28042 - Carnival Equipment Repairer 14.07
28043 - Carnival Worker 11.00
28210 - Gate Attendant/Gate Tender 13.77
28310 - Lifeguard 12.27
28350 - Park Attendant (Aide) 15.41
28510 - Recreation Aide/Health Facility Attendant 11.24
28515 - Recreation Specialist 19.08
28630 - Sports Official 12.27
28690 - Swimming Pool Operator 17.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.90
29020 - Hatch Tender 22.90
29030 - Line Handler 22.90
29041 - Stevedore I 21.64
29042 - Stevedore II 24.15
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 41.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 28.32
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 31.19
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 24.52
30051 - Cryogenic Technician I 28.50
30052 - Cryogenic Technician II 31.48
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 28.50
30081 - Engineering Technician I 16.54
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 23.02
30095 - Evidence Control Specialist 25.79
30210 - Laboratory Technician 28.11
30221 - Latent Fingerprint Technician I 28.50
30222 - Latent Fingerprint Technician II 31.48
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.37
30362 - Paralegal/Legal Assistant II 23.49
30363 - Paralegal/Legal Assistant III 28.75
30364 - Paralegal/Legal Assistant IV 34.79
30375 - Petroleum Supply Specialist 31.55
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 31.55
30461 - Technical Writer I 24.83
30462 - Technical Writer II 30.36
30463 - Technical Writer III 36.74
30491 - Unexploded Ordnance (UXO) Technician I 26.10
30492 - Unexploded Ordnance (UXO) Technician II 31.58
30493 - Unexploded Ordnance (UXO) Technician III 37.85
30494 - Unexploded (UXO) Safety Escort 26.10
30495 - Unexploded (UXO) Sweep Personnel 26.10
30501 - Weather Forecaster I 28.50
30502 - Weather Forecaster II 34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 31.58
31020 - Bus Aide 13.61
31030 - Bus Driver 17.90

31043 - Driver Courier	12.72
31260 - Parking and Lot Attendant	12.61
31290 - Shuttle Bus Driver	13.70
31310 - Taxi Driver	11.51
31361 - Truckdriver Light	13.70
31362 - Truckdriver Medium	14.58
31363 - Truckdriver Heavy	21.27
31364 - Truckdriver Tractor-Trailer	21.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	10.00
99050 - Desk Clerk	10.19
99095 - Embalmer	30.90
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	14.83
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	24.67
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.72
99710 - Recycling Laborer	15.65
99711 - Recycling Specialist	19.71
99730 - Refuse Collector	15.49
99810 - Sales Clerk	11.27
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	20.28
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4361
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Belmont

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		24.26
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		12.38
01042 - Customer Service Representative II		13.51
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		25.53
01070 - Document Preparation Clerk		14.17
01090 - Duplicating Machine Operator		14.17
01111 - General Clerk I		12.93
01112 - General Clerk II		14.59

01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 12.61
01191 - Order Clerk I 13.17
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.78
01262 - Personnel Assistant (Employment) II 18.76
01263 - Personnel Assistant (Employment) III 20.91
01270 - Production Control Clerk 22.20
01290 - Rental Clerk 15.81
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 23.44
01410 - Supply Technician 24.26
01420 - Survey Worker 16.54
01460 - Switchboard Operator/Receptionist 13.43
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.90
01612 - Word Processor II 16.74
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.41
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 12.30
07042 - Cook II 13.97
07070 - Dishwasher 10.44
07130 - Food Service Worker 10.82
07210 - Meat Cutter 15.95
07260 - Waiter/Waitress 10.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.11

09040 - Furniture Handler 19.50
09080 - Furniture Refinisher 26.93
09090 - Furniture Refinisher Helper 22.37
09110 - Furniture Repairer Minor 24.92
09130 - Upholsterer 26.11
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.27
11060 - Elevator Operator 11.27
11090 - Gardener 17.02
11122 - Housekeeping Aide 14.33
11150 - Janitor 14.33
11210 - Laborer Grounds Maintenance 13.73
11240 - Maid or Houseman 11.50
11260 - Pruner 12.96
11270 - Tractor Operator 15.84
11330 - Trail Maintenance Worker 13.73
11360 - Window Cleaner 15.17
12000 - Health Occupations
12010 - Ambulance Driver 16.89
12011 - Breath Alcohol Technician 18.42
12012 - Certified Occupational Therapist Assistant 25.64
12015 - Certified Physical Therapist Assistant 27.65
12020 - Dental Assistant 17.43
12025 - Dental Hygienist 28.44
12030 - EKG Technician 27.71
12035 - Electroneurodiagnostic Technologist 27.71
12040 - Emergency Medical Technician 16.89
12071 - Licensed Practical Nurse I 16.46
12072 - Licensed Practical Nurse II 18.42
12073 - Licensed Practical Nurse III 20.53
12100 - Medical Assistant 14.59
12130 - Medical Laboratory Technician 25.92
12160 - Medical Record Clerk 15.53
12190 - Medical Record Technician 18.42
12195 - Medical Transcriptionist 16.46
12210 - Nuclear Medicine Technologist 40.05
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.26
12223 - Nursing Assistant III 14.47
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 18.42
12236 - Optical Technician 16.46
12250 - Pharmacy Technician 14.31
12280 - Phlebotomist 14.59
12305 - Radiologic Technologist 25.65
12311 - Registered Nurse I 23.50
12312 - Registered Nurse II 28.75
12313 - Registered Nurse II Specialist 28.75
12314 - Registered Nurse III 34.78
12315 - Registered Nurse III Anesthetist 34.78

12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		16.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.97
13047 - Librarian		25.32
13050 - Library Aide/Clerk		11.27
13054 - Library Information Technology Systems Administrator		22.37
13058 - Library Technician		17.67
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.57
13071 - Photographer I		15.99
13072 - Photographer II		18.46
13073 - Photographer III		22.86
13074 - Photographer IV		27.64
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		24.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.00
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.04
15050 - Computer Based Training Specialist / Instructor		29.00
15060 - Educational Technologist		36.10
15070 - Flight Instructor (Pilot)		42.04
15080 - Graphic Artist		20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.64

15086 - Maintenance Test Pilot Rotary Wing 37.64
15088 - Non-Maintenance Test/Co-Pilot 37.64
15090 - Technical Instructor 21.95
15095 - Technical Instructor/Course Developer 26.85
15110 - Test Proctor 17.72
15120 - Tutor 17.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.47
19040 - Tool And Die Maker 34.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.89
21030 - Material Coordinator 21.96
21040 - Material Expediter 21.96
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.89
21110 - Shipping Packer 17.13
21130 - Shipping/Receiving Clerk 17.13
21140 - Store Worker I 15.30
21150 - Stock Clerk 19.39
21210 - Tools And Parts Attendant 20.89
21410 - Warehouse Specialist 20.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.55
23019 - Aircraft Logs and Records Technician 25.94
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.55
23023 - Aircraft Mechanic III 33.06
23040 - Aircraft Mechanic Helper 22.58
23050 - Aircraft Painter 28.96
23060 - Aircraft Servicer 25.94
23070 - Aircraft Survival Flight Equipment Technician 28.96
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 26.93

23120 - Bicycle Repairer	22.50
23125 - Cable Splicer	35.22
23130 - Carpenter Maintenance	23.00
23140 - Carpet Layer	27.15
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	29.16
23182 - Electronics Technician Maintenance II	30.77
23183 - Electronics Technician Maintenance III	32.21
23260 - Fabric Worker	25.94
23290 - Fire Alarm System Mechanic	30.32
23310 - Fire Extinguisher Repairer	24.24
23311 - Fuel Distribution System Mechanic	30.32
23312 - Fuel Distribution System Operator	24.24
23370 - General Maintenance Worker	17.88
23380 - Ground Support Equipment Mechanic	30.32
23381 - Ground Support Equipment Servicer	25.94
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	24.24
23392 - Gunsmith II	27.46
23393 - Gunsmith III	30.32
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.64
23430 - Heavy Equipment Mechanic	27.59
23440 - Heavy Equipment Operator	29.53
23460 - Instrument Mechanic	30.32
23465 - Laboratory/Shelter Mechanic	28.96
23470 - Laborer	14.78
23510 - Locksmith	28.66
23530 - Machinery Maintenance Mechanic	24.73
23550 - Machinist Maintenance	24.51
23580 - Maintenance Trades Helper	18.60
23591 - Metrology Technician I	30.32
23592 - Metrology Technician II	31.55
23593 - Metrology Technician III	33.06
23640 - Millwright	30.32
23710 - Office Appliance Repairer	21.68
23760 - Painter Maintenance	22.30
23790 - Pipefitter Maintenance	29.75
23810 - Plumber Maintenance	28.43
23820 - Pneudraulic Systems Mechanic	30.32
23850 - Rigger	30.32
23870 - Scale Mechanic	27.46
23890 - Sheet-Metal Worker Maintenance	33.67
23910 - Small Engine Mechanic	27.15
23931 - Telecommunications Mechanic I	28.60
23932 - Telecommunications Mechanic II	29.77
23950 - Telephone Lineman	30.32
23960 - Welder Combination Maintenance	28.78

23965 - Well Driller	29.99
23970 - Woodcraft Worker	30.32
23980 - Woodworker	24.17
24000 - Personal Needs Occupations	
24550 - Case Manager	15.75
24570 - Child Care Attendant	10.71
24580 - Child Care Center Clerk	12.98
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	15.75
24630 - Homemaker	15.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.32
25040 - Sewage Plant Operator	20.44
25070 - Stationary Engineer	30.32
25190 - Ventilation Equipment Tender	22.58
25210 - Water Treatment Plant Operator	20.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.30
27007 - Baggage Inspector	12.43
27008 - Corrections Officer	22.39
27010 - Court Security Officer	22.91
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	22.39
27070 - Firefighter	22.94
27101 - Guard I	12.43
27102 - Guard II	14.84
27131 - Police Officer I	24.82
27132 - Police Officer II	26.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.26
28042 - Carnival Equipment Repairer	13.18
28043 - Carnival Worker	9.82
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	17.02
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	18.47
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	20.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.46
29020 - Hatch Tender	27.46
29030 - Line Handler	27.46
29041 - Stevedore I	25.94
29042 - Stevedore II	28.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		18.25
30022 - Archeological Technician II		20.41
30023 - Archeological Technician III		24.87
30030 - Cartographic Technician		25.30
30040 - Civil Engineering Technician		22.40
30051 - Cryogenic Technician I		24.61
30052 - Cryogenic Technician II		27.17
30061 - Drafter/CAD Operator I		18.25
30062 - Drafter/CAD Operator II		20.41
30063 - Drafter/CAD Operator III		22.77
30064 - Drafter/CAD Operator IV		28.00
30081 - Engineering Technician I		16.06
30082 - Engineering Technician II		18.06
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		24.78
30085 - Engineering Technician V		30.31
30086 - Engineering Technician VI		36.67
30090 - Environmental Technician		21.54
30095 - Evidence Control Specialist		22.22
30210 - Laboratory Technician		24.52
30221 - Latent Fingerprint Technician I		24.61
30222 - Latent Fingerprint Technician II		27.17
30240 - Mathematical Technician		25.30
30361 - Paralegal/Legal Assistant I		20.48
30362 - Paralegal/Legal Assistant II		25.37
30363 - Paralegal/Legal Assistant III		31.04
30364 - Paralegal/Legal Assistant IV		36.92
30375 - Petroleum Supply Specialist		27.17
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		27.17
30461 - Technical Writer I		22.40
30462 - Technical Writer II		27.41
30463 - Technical Writer III		32.88
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		28.00
30502 - Weather Forecaster II		34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.77
30621 - Weather Observer Senior	(see 2)	25.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.94
31030 - Bus Driver		20.24
31043 - Driver Courier		13.86
31260 - Parking and Lot Attendant		12.36
31290 - Shuttle Bus Driver		14.88

31310 - Taxi Driver	13.21
31361 - Truckdriver Light	14.88
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.44
99050 - Desk Clerk	11.01
99095 - Embalmer	28.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	20.78
99252 - Laboratory Animal Caretaker II	22.33
99260 - Marketing Analyst	22.74
99310 - Mortician	28.60
99410 - Pest Controller	23.88
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.29
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	13.59
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.57
99842 - Vending Machine Repairer Helper	20.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4362
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Belmont

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.26
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		23.21
01070 - Document Preparation Clerk		14.17

01090 - Duplicating Machine Operator 14.17
01111 - General Clerk I 12.48
01112 - General Clerk II 14.59
01113 - General Clerk III 16.37
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 12.61
01191 - Order Clerk I 13.17
01192 - Order Clerk II 15.74
01261 - Personnel Assistant (Employment) I 16.18
01262 - Personnel Assistant (Employment) II 18.09
01263 - Personnel Assistant (Employment) III 20.18
01270 - Production Control Clerk 22.20
01290 - Rental Clerk 15.81
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 21.31
01410 - Supply Technician 22.26
01420 - Survey Worker 15.04
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.86
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.55
01611 - Word Processor I 14.17
01612 - Word Processor II 15.90
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.55
05010 - Automotive Electrician 17.78
05040 - Automotive Glass Installer 17.10
05070 - Automotive Worker 17.10
05110 - Mobile Equipment Servicer 15.85
05130 - Motor Equipment Metal Mechanic 18.41
05160 - Motor Equipment Metal Worker 17.10
05190 - Motor Vehicle Mechanic 18.70
05220 - Motor Vehicle Mechanic Helper 15.23
05250 - Motor Vehicle Upholstery Worker 16.47
05280 - Motor Vehicle Wrecker 17.10
05310 - Painter Automotive 19.03
05340 - Radiator Repair Specialist 17.10
05370 - Tire Repairer 13.96
05400 - Transmission Repair Specialist 18.41
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 11.18
07042 - Cook II 12.70
07070 - Dishwasher 10.01
07130 - Food Service Worker 10.82
07210 - Meat Cutter 15.95

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.74
09040 - Furniture Handler	19.50
09080 - Furniture Refinisher	25.29
09090 - Furniture Refinisher Helper	22.37
09110 - Furniture Repairer Minor	24.92
09130 - Upholsterer	23.74
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	17.02
11122 - Housekeeping Aide	13.61
11150 - Janitor	13.61
11210 - Laborer Grounds Maintenance	13.73
11240 - Maid or Houseman	11.50
11260 - Pruner	12.96
11270 - Tractor Operator	15.84
11330 - Trail Maintenance Worker	13.73
11360 - Window Cleaner	13.79
12000 - Health Occupations	
12010 - Ambulance Driver	15.44
12011 - Breath Alcohol Technician	18.42
12012 - Certified Occupational Therapist Assistant	25.64
12015 - Certified Physical Therapist Assistant	27.65
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.44
12030 - EKG Technician	27.71
12035 - Electroneurodiagnostic Technologist	27.71
12040 - Emergency Medical Technician	15.44
12071 - Licensed Practical Nurse I	16.46
12072 - Licensed Practical Nurse II	18.42
12073 - Licensed Practical Nurse III	20.53
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	25.92
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	18.42
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	40.05
12221 - Nursing Assistant I	11.23
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.78
12224 - Nursing Assistant IV	15.46
12235 - Optical Dispenser	18.42
12236 - Optical Technician	16.46
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	24.95
12311 - Registered Nurse I	23.50
12312 - Registered Nurse II	28.75

12313 - Registered Nurse II Specialist		28.75
12314 - Registered Nurse III		34.78
12315 - Registered Nurse III Anesthetist		34.78
12316 - Registered Nurse IV		41.68
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		16.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.25
13012 - Exhibits Specialist II		27.77
13013 - Exhibits Specialist III		29.81
13041 - Illustrator I		19.11
13042 - Illustrator II		24.36
13043 - Illustrator III		27.97
13047 - Librarian		25.32
13050 - Library Aide/Clerk		10.34
13054 - Library Information Technology Systems Administrator		22.37
13058 - Library Technician		17.67
13061 - Media Specialist I		16.50
13062 - Media Specialist II		18.46
13063 - Media Specialist III		20.57
13071 - Photographer I		15.99
13072 - Photographer II		18.46
13073 - Photographer III		22.86
13074 - Photographer IV		27.64
13075 - Photographer V		33.42
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.90
14042 - Computer Operator II		17.79
14043 - Computer Operator III		19.84
14044 - Computer Operator IV		22.05
14045 - Computer Operator V		24.41
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		24.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.00
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.04
15050 - Computer Based Training Specialist / Instructor		29.00
15060 - Educational Technologist		36.10

15070 - Flight Instructor (Pilot) 42.04
15080 - Graphic Artist 20.56
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.64
15086 - Maintenance Test Pilot Rotary Wing 37.64
15088 - Non-Maintenance Test/Co-Pilot 37.64
15090 - Technical Instructor 20.76
15095 - Technical Instructor/Course Developer 25.40
15110 - Test Proctor 16.96
15120 - Tutor 16.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.47
19040 - Tool And Die Maker 34.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.89
21030 - Material Coordinator 21.96
21040 - Material Expediter 21.96
21050 - Material Handling Laborer 18.10
21071 - Order Filler 15.28
21080 - Production Line Worker (Food Processing) 20.89
21110 - Shipping Packer 15.57
21130 - Shipping/Receiving Clerk 15.57
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 20.89
21410 - Warehouse Specialist 20.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.55
23019 - Aircraft Logs and Records Technician 25.94
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.55
23023 - Aircraft Mechanic III 33.06
23040 - Aircraft Mechanic Helper 22.58
23050 - Aircraft Painter 28.96
23060 - Aircraft Servicer 25.94
23070 - Aircraft Survival Flight Equipment Technician 28.96
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 26.51
23120 - Bicycle Repairer 22.50
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 23.00
23140 - Carpet Layer 27.15
23160 - Electrician Maintenance 29.95
23181 - Electronics Technician Maintenance I 29.16
23182 - Electronics Technician Maintenance II 30.77
23183 - Electronics Technician Maintenance III 32.21
23260 - Fabric Worker 25.94
23290 - Fire Alarm System Mechanic 30.32
23310 - Fire Extinguisher Repairer 24.24
23311 - Fuel Distribution System Mechanic 30.32
23312 - Fuel Distribution System Operator 24.24
23370 - General Maintenance Worker 17.81
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 25.94
23382 - Ground Support Equipment Worker 27.46
23391 - Gunsmith I 24.24
23392 - Gunsmith II 27.46
23393 - Gunsmith III 30.32
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.45
23430 - Heavy Equipment Mechanic 27.59
23440 - Heavy Equipment Operator 27.18
23460 - Instrument Mechanic 30.32
23465 - Laboratory/Shelter Mechanic 28.96
23470 - Laborer 14.78
23510 - Locksmith 28.66
23530 - Machinery Maintenance Mechanic 22.74
23550 - Machinist Maintenance 24.51
23580 - Maintenance Trades Helper 18.60
23591 - Metrology Technician I 30.32
23592 - Metrology Technician II 31.55
23593 - Metrology Technician III 33.06
23640 - Millwright 30.32
23710 - Office Appliance Repairer 19.71
23760 - Painter Maintenance 22.30
23790 - Pipefitter Maintenance 29.75
23810 - Plumber Maintenance 28.43
23820 - Pneudraulic Systems Mechanic 30.32
23850 - Rigger 30.32
23870 - Scale Mechanic 27.46
23890 - Sheet-Metal Worker Maintenance 33.67
23910 - Small Engine Mechanic 27.15
23931 - Telecommunications Mechanic I 28.60

23932 - Telecommunications Mechanic II 29.77
23950 - Telephone Lineman 30.32
23960 - Welder Combination Maintenance 26.16
23965 - Well Driller 29.99
23970 - Woodcraft Worker 30.32
23980 - Woodworker 24.17
24000 - Personal Needs Occupations
24550 - Case Manager 15.75
24570 - Child Care Attendant 10.71
24580 - Child Care Center Clerk 12.98
24610 - Chore Aide 10.86
24620 - Family Readiness And Support Services Coordinator 15.75
24630 - Homemaker 15.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.32
25040 - Sewage Plant Operator 20.44
25070 - Stationary Engineer 30.32
25190 - Ventilation Equipment Tender 22.58
25210 - Water Treatment Plant Operator 20.44
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.59
27007 - Baggage Inspector 11.91
27008 - Corrections Officer 22.39
27010 - Court Security Officer 22.91
27030 - Detection Dog Handler 14.84
27040 - Detention Officer 22.39
27070 - Firefighter 22.94
27101 - Guard I 11.91
27102 - Guard II 14.84
27131 - Police Officer I 24.82
27132 - Police Officer II 26.93
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.84
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 9.48
28210 - Gate Attendant/Gate Tender 13.83
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 15.47
28510 - Recreation Aide/Health Facility Attendant 11.29
28515 - Recreation Specialist 16.79
28630 - Sports Official 12.32
28690 - Swimming Pool Operator 20.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.46
29020 - Hatch Tender 27.46
29030 - Line Handler 27.46
29041 - Stevedore I 25.94
29042 - Stevedore II 28.96
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.25
30022 - Archeological Technician II 20.41
30023 - Archeological Technician III 24.87
30030 - Cartographic Technician 25.30
30040 - Civil Engineering Technician 22.40
30051 - Cryogenic Technician I 24.61
30052 - Cryogenic Technician II 27.17
30061 - Drafter/CAD Operator I 18.25
30062 - Drafter/CAD Operator II 20.41
30063 - Drafter/CAD Operator III 22.77
30064 - Drafter/CAD Operator IV 28.00
30081 - Engineering Technician I 16.06
30082 - Engineering Technician II 18.06
30083 - Engineering Technician III 20.98
30084 - Engineering Technician IV 24.78
30085 - Engineering Technician V 30.31
30086 - Engineering Technician VI 36.67
30090 - Environmental Technician 21.54
30095 - Evidence Control Specialist 22.22
30210 - Laboratory Technician 24.52
30221 - Latent Fingerprint Technician I 24.61
30222 - Latent Fingerprint Technician II 27.17
30240 - Mathematical Technician 25.30
30361 - Paralegal/Legal Assistant I 19.93
30362 - Paralegal/Legal Assistant II 24.70
30363 - Paralegal/Legal Assistant III 30.21
30364 - Paralegal/Legal Assistant IV 33.56
30375 - Petroleum Supply Specialist 27.17
30390 - Photo-Optics Technician 26.70
30395 - Radiation Control Technician 27.17
30461 - Technical Writer I 22.40
30462 - Technical Writer II 27.41
30463 - Technical Writer III 32.88
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 28.00
30502 - Weather Forecaster II 34.06
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 22.77
30621 - Weather Observer Senior (see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 15.94
31030 - Bus Driver 20.24

31043 - Driver Courier	13.86
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	14.88
31310 - Taxi Driver	13.21
31361 - Truckdriver Light	14.88
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	20.65
31364 - Truckdriver Tractor-Trailer	20.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.94
99050 - Desk Clerk	10.75
99095 - Embalmer	27.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	19.68
99252 - Laboratory Animal Caretaker II	20.97
99260 - Marketing Analyst	22.71
99310 - Mortician	27.76
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	16.47
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	13.59
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	18.65
99841 - Vending Machine Repairer	22.34
99842 - Vending Machine Repairer Helper	18.65

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4363
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Marshall Ohio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.65
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		24.18
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		12.38
01042 - Customer Service Representative II		13.51
01043 - Customer Service Representative III		15.18
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		24.84
01070 - Document Preparation Clerk		14.17
01090 - Duplicating Machine Operator		14.17
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11

01113 - General Clerk III 15.85
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 12.12
01191 - Order Clerk I 12.87
01192 - Order Clerk II 14.17
01261 - Personnel Assistant (Employment) I 16.78
01262 - Personnel Assistant (Employment) II 18.76
01263 - Personnel Assistant (Employment) III 20.91
01270 - Production Control Clerk 21.02
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 22.58
01410 - Supply Technician 24.18
01420 - Survey Worker 16.52
01460 - Switchboard Operator/Receptionist 13.43
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 14.90
01612 - Word Processor II 16.74
01613 - Word Processor III 18.71
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.66
05010 - Automotive Electrician 17.44
05040 - Automotive Glass Installer 16.53
05070 - Automotive Worker 16.53
05110 - Mobile Equipment Servicer 14.55
05130 - Motor Equipment Metal Mechanic 18.25
05160 - Motor Equipment Metal Worker 16.53
05190 - Motor Vehicle Mechanic 18.25
05220 - Motor Vehicle Mechanic Helper 13.57
05250 - Motor Vehicle Upholstery Worker 15.57
05280 - Motor Vehicle Wrecker 16.53
05310 - Painter Automotive 17.44
05340 - Radiator Repair Specialist 16.53
05370 - Tire Repairer 13.57
05400 - Transmission Repair Specialist 18.25
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 12.30
07042 - Cook II 13.97
07070 - Dishwasher 10.44
07130 - Food Service Worker 10.82
07210 - Meat Cutter 15.95
07260 - Waiter/Waitress 10.84
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.05

09040 - Furniture Handler 18.65
09080 - Furniture Refinisher 23.71
09090 - Furniture Refinisher Helper 20.91
09110 - Furniture Repairer Minor 24.03
09130 - Upholsterer 23.71
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.27
11060 - Elevator Operator 11.27
11090 - Gardener 17.02
11122 - Housekeeping Aide 13.56
11150 - Janitor 13.56
11210 - Laborer Grounds Maintenance 13.73
11240 - Maid or Houseman 10.30
11260 - Pruner 12.68
11270 - Tractor Operator 15.84
11330 - Trail Maintenance Worker 13.73
11360 - Window Cleaner 14.67
12000 - Health Occupations
12010 - Ambulance Driver 15.99
12011 - Breath Alcohol Technician 18.42
12012 - Certified Occupational Therapist Assistant 25.77
12015 - Certified Physical Therapist Assistant 27.58
12020 - Dental Assistant 17.43
12025 - Dental Hygienist 28.44
12030 - EKG Technician 26.81
12035 - Electroneurodiagnostic Technologist 26.81
12040 - Emergency Medical Technician 15.99
12071 - Licensed Practical Nurse I 16.46
12072 - Licensed Practical Nurse II 18.42
12073 - Licensed Practical Nurse III 20.53
12100 - Medical Assistant 14.59
12130 - Medical Laboratory Technician 25.92
12160 - Medical Record Clerk 15.53
12190 - Medical Record Technician 18.42
12195 - Medical Transcriptionist 16.46
12210 - Nuclear Medicine Technologist 40.47
12221 - Nursing Assistant I 11.80
12222 - Nursing Assistant II 13.26
12223 - Nursing Assistant III 14.47
12224 - Nursing Assistant IV 16.25
12235 - Optical Dispenser 18.42
12236 - Optical Technician 16.46
12250 - Pharmacy Technician 14.31
12280 - Phlebotomist 14.59
12305 - Radiologic Technologist 25.65
12311 - Registered Nurse I 23.41
12312 - Registered Nurse II 28.64
12313 - Registered Nurse II Specialist 28.64
12314 - Registered Nurse III 34.66
12315 - Registered Nurse III Anesthetist 34.66

12316 - Registered Nurse IV		41.53
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		16.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.91
13012 - Exhibits Specialist II		22.18
13013 - Exhibits Specialist III		27.12
13041 - Illustrator I		17.91
13042 - Illustrator II		22.18
13043 - Illustrator III		27.12
13047 - Librarian		24.55
13050 - Library Aide/Clerk		11.02
13054 - Library Information Technology Systems Administrator		22.16
13058 - Library Technician		16.23
13061 - Media Specialist I		15.99
13062 - Media Specialist II		17.91
13063 - Media Specialist III		19.95
13071 - Photographer I		15.99
13072 - Photographer II		17.91
13073 - Photographer III		22.18
13074 - Photographer IV		27.12
13075 - Photographer V		32.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.78
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.42
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.78
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.00
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.04
15050 - Computer Based Training Specialist / Instructor		29.00
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		42.04
15080 - Graphic Artist		19.37
15085 - Maintenance Test Pilot Fixed Jet/Prop		37.64

15086 - Maintenance Test Pilot Rotary Wing 37.64
15088 - Non-Maintenance Test/Co-Pilot 37.64
15090 - Technical Instructor 21.95
15095 - Technical Instructor/Course Developer 26.85
15110 - Test Proctor 17.72
15120 - Tutor 17.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.03
19040 - Tool And Die Maker 32.03
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.83
21030 - Material Coordinator 21.02
21040 - Material Expediter 21.02
21050 - Material Handling Laborer 14.47
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 20.83
21110 - Shipping Packer 17.13
21130 - Shipping/Receiving Clerk 17.13
21140 - Store Worker I 15.30
21150 - Stock Clerk 19.39
21210 - Tools And Parts Attendant 20.83
21410 - Warehouse Specialist 20.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.55
23019 - Aircraft Logs and Records Technician 25.94
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.55
23023 - Aircraft Mechanic III 33.06
23040 - Aircraft Mechanic Helper 22.58
23050 - Aircraft Painter 28.96
23060 - Aircraft Servicer 25.94
23070 - Aircraft Survival Flight Equipment Technician 28.96
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 26.93

23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	35.22
23130 - Carpenter Maintenance	23.00
23140 - Carpet Layer	27.05
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	25.53
23182 - Electronics Technician Maintenance II	30.22
23183 - Electronics Technician Maintenance III	31.61
23260 - Fabric Worker	24.84
23290 - Fire Alarm System Mechanic	29.18
23310 - Fire Extinguisher Repairer	24.17
23311 - Fuel Distribution System Mechanic	29.99
23312 - Fuel Distribution System Operator	24.17
23370 - General Maintenance Worker	17.85
23380 - Ground Support Equipment Mechanic	30.32
23381 - Ground Support Equipment Servicer	25.94
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	24.17
23392 - Gunsmith II	27.15
23393 - Gunsmith III	29.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.68
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.64
23430 - Heavy Equipment Mechanic	27.59
23440 - Heavy Equipment Operator	29.53
23460 - Instrument Mechanic	30.32
23465 - Laboratory/Shelter Mechanic	28.66
23470 - Laborer	14.47
23510 - Locksmith	27.84
23530 - Machinery Maintenance Mechanic	24.73
23550 - Machinist Maintenance	24.20
23580 - Maintenance Trades Helper	17.51
23591 - Metrology Technician I	30.32
23592 - Metrology Technician II	31.55
23593 - Metrology Technician III	33.06
23640 - Millwright	29.99
23710 - Office Appliance Repairer	19.02
23760 - Painter Maintenance	22.30
23790 - Pipefitter Maintenance	29.75
23810 - Plumber Maintenance	28.43
23820 - Pneudraulic Systems Mechanic	29.99
23850 - Rigger	29.99
23870 - Scale Mechanic	27.15
23890 - Sheet-Metal Worker Maintenance	32.80
23910 - Small Engine Mechanic	26.14
23931 - Telecommunications Mechanic I	28.60
23932 - Telecommunications Mechanic II	29.77
23950 - Telephone Lineman	30.32
23960 - Welder Combination Maintenance	28.78

23965 - Well Driller	30.32
23970 - Woodcraft Worker	29.99
23980 - Woodworker	24.17
24000 - Personal Needs Occupations	
24550 - Case Manager	15.16
24570 - Child Care Attendant	10.38
24580 - Child Care Center Clerk	12.95
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	15.16
24630 - Homemaker	15.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.32
25040 - Sewage Plant Operator	19.92
25070 - Stationary Engineer	30.32
25190 - Ventilation Equipment Tender	22.51
25210 - Water Treatment Plant Operator	19.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.30
27007 - Baggage Inspector	12.43
27008 - Corrections Officer	21.81
27010 - Court Security Officer	17.66
27030 - Detection Dog Handler	13.90
27040 - Detention Officer	21.81
27070 - Firefighter	16.40
27101 - Guard I	12.43
27102 - Guard II	13.90
27131 - Police Officer I	20.87
27132 - Police Officer II	23.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.26
28042 - Carnival Equipment Repairer	13.18
28043 - Carnival Worker	9.82
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.53
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.43
28630 - Sports Official	11.85
28690 - Swimming Pool Operator	14.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	24.70
29042 - Stevedore II	28.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59

30021 - Archeological Technician I		18.95
30022 - Archeological Technician II		21.20
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		22.33
30051 - Cryogenic Technician I		24.61
30052 - Cryogenic Technician II		27.17
30061 - Drafter/CAD Operator I		18.95
30062 - Drafter/CAD Operator II		21.20
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		27.30
30081 - Engineering Technician I		15.68
30082 - Engineering Technician II		17.59
30083 - Engineering Technician III		22.90
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		38.17
30090 - Environmental Technician		20.02
30095 - Evidence Control Specialist		22.22
30210 - Laboratory Technician		25.55
30221 - Latent Fingerprint Technician I		24.61
30222 - Latent Fingerprint Technician II		27.17
30240 - Mathematical Technician		26.27
30361 - Paralegal/Legal Assistant I		20.48
30362 - Paralegal/Legal Assistant II		25.37
30363 - Paralegal/Legal Assistant III		31.04
30364 - Paralegal/Legal Assistant IV		37.56
30375 - Petroleum Supply Specialist		27.17
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		27.17
30461 - Technical Writer I		22.40
30462 - Technical Writer II		27.41
30463 - Technical Writer III		33.16
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.30
30502 - Weather Forecaster II		33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.18
31030 - Bus Driver		19.84
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		12.36
31290 - Shuttle Bus Driver		13.73

31310 - Taxi Driver	11.90
31361 - Truckdriver Light	13.73
31362 - Truckdriver Medium	14.69
31363 - Truckdriver Heavy	21.08
31364 - Truckdriver Tractor-Trailer	21.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.44
99050 - Desk Clerk	11.01
99095 - Embalmer	30.90
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	16.31
99252 - Laboratory Animal Caretaker II	17.57
99260 - Marketing Analyst	22.74
99310 - Mortician	30.90
99410 - Pest Controller	23.67
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.87
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	15.59
99810 - Sales Clerk	12.29
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	22.40
99831 - Surveying Aide	13.86
99832 - Surveying Technician	19.02
99840 - Vending Machine Attendant	16.69
99841 - Vending Machine Repairer	18.78
99842 - Vending Machine Repairer Helper	16.69

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4364
Revision No.: 14
Date Of Last Revision: 04/26/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of $10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Marshall Ohio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.66
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.98
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		14.01
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		22.58
01070 - Document Preparation Clerk		14.17

01090 - Duplicating Machine Operator 14.17
01111 - General Clerk I 12.48
01112 - General Clerk II 13.61
01113 - General Clerk III 15.28
01120 - Housing Referral Assistant 19.84
01141 - Messenger Courier 12.12
01191 - Order Clerk I 12.29
01192 - Order Clerk II 14.17
01261 - Personnel Assistant (Employment) I 16.55
01262 - Personnel Assistant (Employment) II 18.51
01263 - Personnel Assistant (Employment) III 20.65
01270 - Production Control Clerk 21.02
01290 - Rental Clerk 14.93
01300 - Scheduler Maintenance 15.90
01311 - Secretary I 15.90
01312 - Secretary II 17.79
01313 - Secretary III 19.84
01320 - Service Order Dispatcher 20.53
01410 - Supply Technician 21.98
01420 - Survey Worker 15.02
01460 - Switchboard Operator/Receptionist 12.75
01531 - Travel Clerk I 12.86
01532 - Travel Clerk II 13.72
01533 - Travel Clerk III 14.55
01611 - Word Processor I 14.17
01612 - Word Processor II 15.90
01613 - Word Processor III 17.79
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 19.55
05010 - Automotive Electrician 15.85
05040 - Automotive Glass Installer 15.03
05070 - Automotive Worker 15.03
05110 - Mobile Equipment Servicer 13.23
05130 - Motor Equipment Metal Mechanic 16.59
05160 - Motor Equipment Metal Worker 15.03
05190 - Motor Vehicle Mechanic 16.59
05220 - Motor Vehicle Mechanic Helper 12.61
05250 - Motor Vehicle Upholstery Worker 14.15
05280 - Motor Vehicle Wrecker 15.03
05310 - Painter Automotive 15.85
05340 - Radiator Repair Specialist 15.03
05370 - Tire Repairer 13.57
05400 - Transmission Repair Specialist 16.59
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63
07041 - Cook I 11.18
07042 - Cook II 12.70
07070 - Dishwasher 10.01
07130 - Food Service Worker 10.82
07210 - Meat Cutter 15.95

07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.86
09040 - Furniture Handler	18.65
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	20.33
09110 - Furniture Repairer Minor	22.09
09130 - Upholsterer	21.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	17.02
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer Grounds Maintenance	13.73
11240 - Maid or Houseman	10.30
11260 - Pruner	12.68
11270 - Tractor Operator	15.84
11330 - Trail Maintenance Worker	13.73
11360 - Window Cleaner	13.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	18.42
12012 - Certified Occupational Therapist Assistant	25.77
12015 - Certified Physical Therapist Assistant	27.57
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.44
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	16.46
12072 - Licensed Practical Nurse II	18.42
12073 - Licensed Practical Nurse III	20.53
12100 - Medical Assistant	14.08
12130 - Medical Laboratory Technician	25.92
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	18.42
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	40.47
12221 - Nursing Assistant I	11.08
12222 - Nursing Assistant II	12.45
12223 - Nursing Assistant III	13.58
12224 - Nursing Assistant IV	15.25
12235 - Optical Dispenser	18.42
12236 - Optical Technician	16.46
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	14.30
12305 - Radiologic Technologist	24.95
12311 - Registered Nurse I	22.80
12312 - Registered Nurse II	27.89

12313 - Registered Nurse II Specialist		27.89
12314 - Registered Nurse III		33.74
12315 - Registered Nurse III Anesthetist		33.74
12316 - Registered Nurse IV		40.44
12317 - Scheduler (Drug and Alcohol Testing)		22.81
12320 - Substance Abuse Treatment Counselor		16.10
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.91
13012 - Exhibits Specialist II		22.18
13013 - Exhibits Specialist III		27.12
13041 - Illustrator I		17.91
13042 - Illustrator II		22.18
13043 - Illustrator III		27.12
13047 - Librarian		24.55
13050 - Library Aide/Clerk		10.02
13054 - Library Information Technology Systems Administrator		22.16
13058 - Library Technician		16.23
13061 - Media Specialist I		15.99
13062 - Media Specialist II		17.91
13063 - Media Specialist III		19.95
13071 - Photographer I		15.99
13072 - Photographer II		17.91
13073 - Photographer III		22.18
13074 - Photographer IV		27.12
13075 - Photographer V		32.81
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.99
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.63
14042 - Computer Operator II		16.37
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.28
14045 - Computer Operator V		22.45
14071 - Computer Programmer I	(see 1)	18.30
14072 - Computer Programmer II	(see 1)	22.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.63
14160 - Personal Computer Support Technician		20.61
14170 - System Support Specialist		23.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.00
15020 - Aircrew Training Devices Instructor (Rated)		35.08
15030 - Air Crew Training Devices Instructor (Pilot)		42.04
15050 - Computer Based Training Specialist / Instructor		29.00
15060 - Educational Technologist		31.00

15070 - Flight Instructor (Pilot) 42.04
15080 - Graphic Artist 18.11
15085 - Maintenance Test Pilot Fixed Jet/Prop 37.64
15086 - Maintenance Test Pilot Rotary Wing 37.64
15088 - Non-Maintenance Test/Co-Pilot 37.64
15090 - Technical Instructor 20.76
15095 - Technical Instructor/Course Developer 25.40
15110 - Test Proctor 16.76
15120 - Tutor 16.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.19
16030 - Counter Attendant 10.19
16040 - Dry Cleaner 12.63
16070 - Finisher Flatwork Machine 10.19
16090 - Presser Hand 10.19
16110 - Presser Machine Drycleaning 10.19
16130 - Presser Machine Shirts 10.19
16160 - Presser Machine Wearing Apparel Laundry 10.19
16190 - Sewing Machine Operator 13.54
16220 - Tailor 14.42
16250 - Washer Machine 10.85
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.03
19040 - Tool And Die Maker 30.83
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.83
21030 - Material Coordinator 21.02
21040 - Material Expediter 21.02
21050 - Material Handling Laborer 14.39
21071 - Order Filler 13.17
21080 - Production Line Worker (Food Processing) 20.83
21110 - Shipping Packer 15.57
21130 - Shipping/Receiving Clerk 15.57
21140 - Store Worker I 15.14
21150 - Stock Clerk 19.19
21210 - Tools And Parts Attendant 20.83
21410 - Warehouse Specialist 20.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.55
23019 - Aircraft Logs and Records Technician 25.94
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.55
23023 - Aircraft Mechanic III 33.06
23040 - Aircraft Mechanic Helper 22.58
23050 - Aircraft Painter 28.96
23060 - Aircraft Servicer 25.94
23070 - Aircraft Survival Flight Equipment Technician 28.96
23080 - Aircraft Worker 27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 25.31
23120 - Bicycle Repairer 20.48
23125 - Cable Splicer 33.56
23130 - Carpenter Maintenance 23.00
23140 - Carpet Layer 27.05
23160 - Electrician Maintenance 29.95
23181 - Electronics Technician Maintenance I 25.01
23182 - Electronics Technician Maintenance II 30.22
23183 - Electronics Technician Maintenance III 31.61
23260 - Fabric Worker 24.84
23290 - Fire Alarm System Mechanic 29.18
23310 - Fire Extinguisher Repairer 24.17
23311 - Fuel Distribution System Mechanic 29.99
23312 - Fuel Distribution System Operator 24.17
23370 - General Maintenance Worker 16.23
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 25.94
23382 - Ground Support Equipment Worker 27.46
23391 - Gunsmith I 24.17
23392 - Gunsmith II 27.15
23393 - Gunsmith III 29.99
23410 - Heating Ventilation And Air-Conditioning Mechanic 22.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 23.45
23430 - Heavy Equipment Mechanic 27.59
23440 - Heavy Equipment Operator 26.85
23460 - Instrument Mechanic 30.32
23465 - Laboratory/Shelter Mechanic 28.66
23470 - Laborer 14.39
23510 - Locksmith 27.84
23530 - Machinery Maintenance Mechanic 22.74
23550 - Machinist Maintenance 24.20
23580 - Maintenance Trades Helper 17.51
23591 - Metrology Technician I 30.32
23592 - Metrology Technician II 31.55
23593 - Metrology Technician III 33.06
23640 - Millwright 29.99
23710 - Office Appliance Repairer 17.29
23760 - Painter Maintenance 22.30
23790 - Pipefitter Maintenance 29.75
23810 - Plumber Maintenance 28.43
23820 - Pneudraulic Systems Mechanic 29.99
23850 - Rigger 29.99
23870 - Scale Mechanic 27.15
23890 - Sheet-Metal Worker Maintenance 30.57
23910 - Small Engine Mechanic 26.14
23931 - Telecommunications Mechanic I 28.60

23932 - Telecommunications Mechanic II 29.77
23950 - Telephone Lineman 30.32
23960 - Welder Combination Maintenance 26.16
23965 - Well Driller 30.32
23970 - Woodcraft Worker 29.99
23980 - Woodworker 24.17
24000 - Personal Needs Occupations
24550 - Case Manager 14.67
24570 - Child Care Attendant 10.38
24580 - Child Care Center Clerk 12.95
24610 - Chore Aide 10.69
24620 - Family Readiness And Support Services Coordinator 14.67
24630 - Homemaker 14.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.32
25040 - Sewage Plant Operator 18.93
25070 - Stationary Engineer 30.32
25190 - Ventilation Equipment Tender 22.51
25210 - Water Treatment Plant Operator 18.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.59
27007 - Baggage Inspector 11.91
27008 - Corrections Officer 21.81
27010 - Court Security Officer 17.63
27030 - Detection Dog Handler 13.33
27040 - Detention Officer 21.81
27070 - Firefighter 16.40
27101 - Guard I 11.91
27102 - Guard II 13.33
27131 - Police Officer I 19.87
27132 - Police Officer II 22.07
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.84
28042 - Carnival Equipment Repairer 12.72
28043 - Carnival Worker 9.48
28210 - Gate Attendant/Gate Tender 13.60
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 15.03
28510 - Recreation Aide/Health Facility Attendant 11.10
28515 - Recreation Specialist 16.75
28630 - Sports Official 10.77
28690 - Swimming Pool Operator 14.70
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.35
29020 - Hatch Tender 26.35
29030 - Line Handler 26.35
29041 - Stevedore I 24.70
29042 - Stevedore II 28.03
30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2) 39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30.29
30021 - Archeological Technician I 18.95
30022 - Archeological Technician II 21.20
30023 - Archeological Technician III 26.27
30030 - Cartographic Technician 26.27
30040 - Civil Engineering Technician 22.22
30051 - Cryogenic Technician I 24.61
30052 - Cryogenic Technician II 27.17
30061 - Drafter/CAD Operator I 18.95
30062 - Drafter/CAD Operator II 21.20
30063 - Drafter/CAD Operator III 23.64
30064 - Drafter/CAD Operator IV 27.30
30081 - Engineering Technician I 15.68
30082 - Engineering Technician II 17.59
30083 - Engineering Technician III 22.90
30084 - Engineering Technician IV 25.79
30085 - Engineering Technician V 31.55
30086 - Engineering Technician VI 38.17
30090 - Environmental Technician 20.02
30095 - Evidence Control Specialist 22.22
30210 - Laboratory Technician 25.55
30221 - Latent Fingerprint Technician I 24.61
30222 - Latent Fingerprint Technician II 27.17
30240 - Mathematical Technician 26.27
30361 - Paralegal/Legal Assistant I 19.81
30362 - Paralegal/Legal Assistant II 24.53
30363 - Paralegal/Legal Assistant III 30.01
30364 - Paralegal/Legal Assistant IV 36.31
30375 - Petroleum Supply Specialist 27.17
30390 - Photo-Optics Technician 26.27
30395 - Radiation Control Technician 27.17
30461 - Technical Writer I 22.40
30462 - Technical Writer II 27.41
30463 - Technical Writer III 33.16
30491 - Unexploded Ordnance (UXO) Technician I 25.35
30492 - Unexploded Ordnance (UXO) Technician II 30.67
30493 - Unexploded Ordnance (UXO) Technician III 36.76
30494 - Unexploded (UXO) Safety Escort 25.35
30495 - Unexploded (UXO) Sweep Personnel 25.35
30501 - Weather Forecaster I 27.30
30502 - Weather Forecaster II 33.21
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.64
30621 - Weather Observer Senior (see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.67
31020 - Bus Aide 14.18
31030 - Bus Driver 19.47

31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	13.73
31310 - Taxi Driver	10.82
31361 - Truckdriver Light	13.73
31362 - Truckdriver Medium	14.69
31363 - Truckdriver Heavy	20.65
31364 - Truckdriver Tractor-Trailer	20.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.94
99050 - Desk Clerk	10.75
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	14.83
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	22.71
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.68
99711 - Recycling Specialist	18.10
99730 - Refuse Collector	14.49
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	16.34
99830 - Survey Party Chief	22.40
99831 - Surveying Aide	13.86
99832 - Surveying Technician	19.02
99840 - Vending Machine Attendant	15.17
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	15.17

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for

reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of $4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4. 22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4365
Revision No.: 15
Date Of Last Revision: 04/16/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of $10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least $10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.33
01012 - Accounting Clerk II		16.08
01013 - Accounting Clerk III		18.00
01020 - Administrative Assistant		23.64
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		12.36
01042 - Customer Service Representative II		13.49
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		13.40
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		21.18
01070 - Document Preparation Clerk		13.92
01090 - Duplicating Machine Operator		13.92
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59

01113 - General Clerk III 15.26
01120 - Housing Referral Assistant 19.49
01141 - Messenger Courier 11.98
01191 - Order Clerk I 12.76
01192 - Order Clerk II 13.92
01261 - Personnel Assistant (Employment) I 16.58
01262 - Personnel Assistant (Employment) II 18.55
01263 - Personnel Assistant (Employment) III 20.67
01270 - Production Control Clerk 22.90
01290 - Rental Clerk 10.75
01300 - Scheduler Maintenance 15.64
01311 - Secretary I 15.64
01312 - Secretary II 17.49
01313 - Secretary III 19.49
01320 - Service Order Dispatcher 18.92
01410 - Supply Technician 23.64
01420 - Survey Worker 14.92
01460 - Switchboard Operator/Receptionist 12.80
01531 - Travel Clerk I 13.34
01532 - Travel Clerk II 14.25
01533 - Travel Clerk III 15.23
01611 - Word Processor I 13.92
01612 - Word Processor II 15.64
01613 - Word Processor III 17.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 20.36
05010 - Automotive Electrician 16.60
05040 - Automotive Glass Installer 15.87
05070 - Automotive Worker 15.87
05110 - Mobile Equipment Servicer 14.42
05130 - Motor Equipment Metal Mechanic 17.38
05160 - Motor Equipment Metal Worker 15.87
05190 - Motor Vehicle Mechanic 17.38
05220 - Motor Vehicle Mechanic Helper 14.33
05250 - Motor Vehicle Upholstery Worker 15.13
05280 - Motor Vehicle Wrecker 15.87
05310 - Painter Automotive 16.60
05340 - Radiator Repair Specialist 15.87
05370 - Tire Repairer 13.87
05400 - Transmission Repair Specialist 17.38
07000 - Food Preparation And Service Occupations
07010 - Baker 16.06
07041 - Cook I 14.66
07042 - Cook II 16.06
07070 - Dishwasher 11.31
07130 - Food Service Worker 11.31
07210 - Meat Cutter 16.06
07260 - Waiter/Waitress 12.28
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.00

09040 - Furniture Handler 15.52
09080 - Furniture Refinisher 22.00
09090 - Furniture Refinisher Helper 18.59
09110 - Furniture Repairer Minor 21.53
09130 - Upholsterer 22.00
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 11.17
11060 - Elevator Operator 13.68
11090 - Gardener 16.83
11122 - Housekeeping Aide 13.68
11150 - Janitor 13.68
11210 - Laborer Grounds Maintenance 12.95
11240 - Maid or Houseman 10.98
11260 - Pruner 11.74
11270 - Tractor Operator 15.57
11330 - Trail Maintenance Worker 12.95
11360 - Window Cleaner 15.09
12000 - Health Occupations
12010 - Ambulance Driver 14.88
12011 - Breath Alcohol Technician 18.81
12012 - Certified Occupational Therapist Assistant 28.69
12015 - Certified Physical Therapist Assistant 28.05
12020 - Dental Assistant 15.70
12025 - Dental Hygienist 31.91
12030 - EKG Technician 21.54
12035 - Electroneurodiagnostic Technologist 21.54
12040 - Emergency Medical Technician 14.88
12071 - Licensed Practical Nurse I 16.82
12072 - Licensed Practical Nurse II 18.81
12073 - Licensed Practical Nurse III 20.97
12100 - Medical Assistant 14.40
12130 - Medical Laboratory Technician 25.93
12160 - Medical Record Clerk 18.59
12190 - Medical Record Technician 20.78
12195 - Medical Transcriptionist 18.24
12210 - Nuclear Medicine Technologist 34.81
12221 - Nursing Assistant I 11.52
12222 - Nursing Assistant II 12.94
12223 - Nursing Assistant III 14.12
12224 - Nursing Assistant IV 15.86
12235 - Optical Dispenser 18.19
12236 - Optical Technician 16.82
12250 - Pharmacy Technician 14.50
12280 - Phlebotomist 16.22
12305 - Radiologic Technologist 27.16
12311 - Registered Nurse I 24.85
12312 - Registered Nurse II 30.40
12313 - Registered Nurse II Specialist 30.40
12314 - Registered Nurse III 36.79
12315 - Registered Nurse III Anesthetist 36.79

12316 - Registered Nurse IV		44.09
12317 - Scheduler (Drug and Alcohol Testing)		23.30
12320 - Substance Abuse Treatment Counselor		18.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.16
13012 - Exhibits Specialist II		22.50
13013 - Exhibits Specialist III		27.53
13041 - Illustrator I		18.16
13042 - Illustrator II		22.50
13043 - Illustrator III		27.53
13047 - Librarian		24.92
13050 - Library Aide/Clerk		11.37
13054 - Library Information Technology Systems Administrator		22.50
13058 - Library Technician		17.74
13061 - Media Specialist I		16.24
13062 - Media Specialist II		18.16
13063 - Media Specialist III		20.25
13071 - Photographer I		16.24
13072 - Photographer II		18.16
13073 - Photographer III		22.50
13074 - Photographer IV		27.53
13075 - Photographer V		33.31
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.07
14042 - Computer Operator II		20.59
14043 - Computer Operator III		23.27
14044 - Computer Operator IV		24.93
14045 - Computer Operator V		27.60
14071 - Computer Programmer I	(see 1)	23.91
14072 - Computer Programmer II	(see 1)	27.29
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.07
14160 - Personal Computer Support Technician		24.93
14170 - System Support Specialist		29.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.71
15020 - Aircrew Training Devices Instructor (Rated)		37.17
15030 - Air Crew Training Devices Instructor (Pilot)		44.54
15050 - Computer Based Training Specialist / Instructor		30.71
15060 - Educational Technologist		30.23
15070 - Flight Instructor (Pilot)		44.54
15080 - Graphic Artist		23.02
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.54

15086 - Maintenance Test Pilot Rotary Wing 44.54
15088 - Non-Maintenance Test/Co-Pilot 44.54
15090 - Technical Instructor 19.32
15095 - Technical Instructor/Course Developer 23.64
15110 - Test Proctor 15.60
15120 - Tutor 15.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 10.49
16030 - Counter Attendant 10.49
16040 - Dry Cleaner 13.04
16070 - Finisher Flatwork Machine 10.49
16090 - Presser Hand 10.49
16110 - Presser Machine Drycleaning 10.49
16130 - Presser Machine Shirts 10.49
16160 - Presser Machine Wearing Apparel Laundry 10.49
16190 - Sewing Machine Operator 13.98
16220 - Tailor 14.88
16250 - Washer Machine 11.20
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.63
19040 - Tool And Die Maker 30.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.87
21030 - Material Coordinator 22.90
21040 - Material Expediter 22.90
21050 - Material Handling Laborer 16.19
21071 - Order Filler 13.70
21080 - Production Line Worker (Food Processing) 21.87
21110 - Shipping Packer 16.53
21130 - Shipping/Receiving Clerk 16.53
21140 - Store Worker I 13.37
21150 - Stock Clerk 17.99
21210 - Tools And Parts Attendant 21.87
21410 - Warehouse Specialist 21.87
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.30
23019 - Aircraft Logs and Records Technician 22.54
23021 - Aircraft Mechanic I 26.89
23022 - Aircraft Mechanic II 28.30
23023 - Aircraft Mechanic III 29.51
23040 - Aircraft Mechanic Helper 19.36
23050 - Aircraft Painter 25.63
23060 - Aircraft Servicer 22.54
23070 - Aircraft Survival Flight Equipment Technician 25.63
23080 - Aircraft Worker 24.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.89
23110 - Appliance Mechanic 25.63

23120 - Bicycle Repairer	20.93
23125 - Cable Splicer	32.34
23130 - Carpenter Maintenance	25.70
23140 - Carpet Layer	24.07
23160 - Electrician Maintenance	30.46
23181 - Electronics Technician Maintenance I	26.70
23182 - Electronics Technician Maintenance II	28.41
23183 - Electronics Technician Maintenance III	29.99
23260 - Fabric Worker	22.54
23290 - Fire Alarm System Mechanic	20.68
23310 - Fire Extinguisher Repairer	20.93
23311 - Fuel Distribution System Mechanic	31.55
23312 - Fuel Distribution System Operator	24.64
23370 - General Maintenance Worker	17.36
23380 - Ground Support Equipment Mechanic	26.89
23381 - Ground Support Equipment Servicer	22.54
23382 - Ground Support Equipment Worker	24.07
23391 - Gunsmith I	20.93
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.30
23430 - Heavy Equipment Mechanic	23.43
23440 - Heavy Equipment Operator	27.31
23460 - Instrument Mechanic	26.89
23465 - Laboratory/Shelter Mechanic	25.63
23470 - Laborer	16.28
23510 - Locksmith	25.63
23530 - Machinery Maintenance Mechanic	27.00
23550 - Machinist Maintenance	19.84
23580 - Maintenance Trades Helper	16.42
23591 - Metrology Technician I	26.89
23592 - Metrology Technician II	28.30
23593 - Metrology Technician III	29.51
23640 - Millwright	25.96
23710 - Office Appliance Repairer	18.54
23760 - Painter Maintenance	22.94
23790 - Pipefitter Maintenance	32.74
23810 - Plumber Maintenance	31.21
23820 - Pneudraulic Systems Mechanic	26.89
23850 - Rigger	26.89
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker Maintenance	29.88
23910 - Small Engine Mechanic	24.07
23931 - Telecommunications Mechanic I	32.98
23932 - Telecommunications Mechanic II	34.71
23950 - Telephone Lineman	35.52
23960 - Welder Combination Maintenance	20.69

23965 - Well Driller		26.89
23970 - Woodcraft Worker		26.89
23980 - Woodworker		20.93
24000 - Personal Needs Occupations		
24550 - Case Manager		15.01
24570 - Child Care Attendant		10.31
24580 - Child Care Center Clerk		12.85
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services Coordinator		15.01
24630 - Homemaker		15.01
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.89
25040 - Sewage Plant Operator		19.89
25070 - Stationary Engineer		26.89
25190 - Ventilation Equipment Tender		18.76
25210 - Water Treatment Plant Operator		19.89
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.75
27007 - Baggage Inspector		10.64
27008 - Corrections Officer		20.82
27010 - Court Security Officer		20.40
27030 - Detection Dog Handler		11.92
27040 - Detention Officer		20.82
27070 - Firefighter		19.20
27101 - Guard I		10.64
27102 - Guard II		11.92
27131 - Police Officer I		20.15
27132 - Police Officer II		22.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.75
28042 - Carnival Equipment Repairer		15.58
28043 - Carnival Worker		12.01
28210 - Gate Attendant/Gate Tender		14.71
28310 - Lifeguard		13.09
28350 - Park Attendant (Aide)		16.46
28510 - Recreation Aide/Health Facility Attendant		12.01
28515 - Recreation Specialist		20.38
28630 - Sports Official		13.10
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.39
29020 - Hatch Tender		24.39
29030 - Line Handler		24.39
29041 - Stevedore I		22.84
29042 - Stevedore II		25.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO)	(see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.59

30021 - Archeological Technician I 19.98
30022 - Archeological Technician II 22.35
30023 - Archeological Technician III 27.70
30030 - Cartographic Technician 27.70
30040 - Civil Engineering Technician 22.53
30051 - Cryogenic Technician I 28.55
30052 - Cryogenic Technician II 31.53
30061 - Drafter/CAD Operator I 19.98
30062 - Drafter/CAD Operator II 22.35
30063 - Drafter/CAD Operator III 24.93
30064 - Drafter/CAD Operator IV 30.66
30081 - Engineering Technician I 15.58
30082 - Engineering Technician II 18.24
30083 - Engineering Technician III 20.23
30084 - Engineering Technician IV 25.29
30085 - Engineering Technician V 30.93
30086 - Engineering Technician VI 37.42
30090 - Environmental Technician 28.24
30095 - Evidence Control Specialist 25.77
30210 - Laboratory Technician 25.64
30221 - Latent Fingerprint Technician I 28.55
30222 - Latent Fingerprint Technician II 31.53
30240 - Mathematical Technician 27.48
30361 - Paralegal/Legal Assistant I 19.13
30362 - Paralegal/Legal Assistant II 23.69
30363 - Paralegal/Legal Assistant III 28.97
30364 - Paralegal/Legal Assistant IV 35.06
30375 - Petroleum Supply Specialist 31.53
30390 - Photo-Optics Technician 27.70
30395 - Radiation Control Technician 31.53
30461 - Technical Writer I 27.70
30462 - Technical Writer II 33.88
30463 - Technical Writer III 39.96
30491 - Unexploded Ordnance (UXO) Technician I 25.60
30492 - Unexploded Ordnance (UXO) Technician II 30.98
30493 - Unexploded Ordnance (UXO) Technician III 37.13
30494 - Unexploded (UXO) Safety Escort 25.60
30495 - Unexploded (UXO) Sweep Personnel 25.60
30501 - Weather Forecaster I 28.55
30502 - Weather Forecaster II 34.71
30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 24.93
30621 - Weather Observer Senior (see 2) 27.70
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 13.31
31030 - Bus Driver 18.40
31043 - Driver Courier 14.28
31260 - Parking and Lot Attendant 12.07
31290 - Shuttle Bus Driver 14.04

31310 - Taxi Driver	11.88
31361 - Truckdriver Light	15.44
31362 - Truckdriver Medium	16.68
31363 - Truckdriver Heavy	19.65
31364 - Truckdriver Tractor-Trailer	19.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.00
99050 - Desk Clerk	10.14
99095 - Embalmer	27.93
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	13.86
99260 - Marketing Analyst	22.18
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	18.61
99730 - Refuse Collector	14.00
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	14.89
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	17.26
99832 - Surveying Technician	23.68
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.54
99842 - Vending Machine Repairer Helper	19.74

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.54 per hour up to 40 hours per week or $181.60 per week or $786.93 per month

HEALTH & WELFARE EO 13706: $4.22 per hour up to 40 hours per week or $168.80 per week or $731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.)

(See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."